

**2022**  
Gender Pay Gap Report  
Hendy Group Ltd

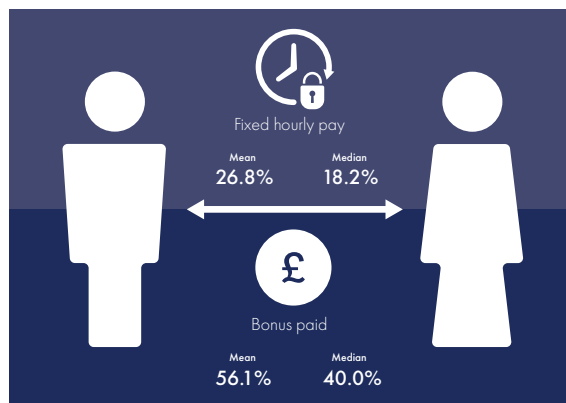
# 2022 Gender Pay Gap Report

The information within this report collates data from Hendy Group Ltd, henceforth referred to as Hendy Group.

We are confident that men and women are paid equally for doing the same job at Hendy Group. However, as with previous years, there is a greater proportion of men than women in senior roles – which, in turn, creates a gender pay gap.



Percentage of males and females employed



Pay and bonus gap

## Pay & bonus gap

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

Difference between men & women	Mean	Median
Hourly fixed pay	26.8%	18.2%
Bonus paid	56.1%	40.0%

The **mean pay gap** is the difference between the average hourly earnings of men and women. The **median pay gap** is the difference between the mid-points in the ranges of hourly earnings of men and women.

The above information shows Hendy Group's overall mean and median gender pay gap, based on hourly rates of pay at the snapshot date of 5th April 2022. It also captures the mean and median difference between the bonuses paid to men and women at Hendy Group up to the same date.

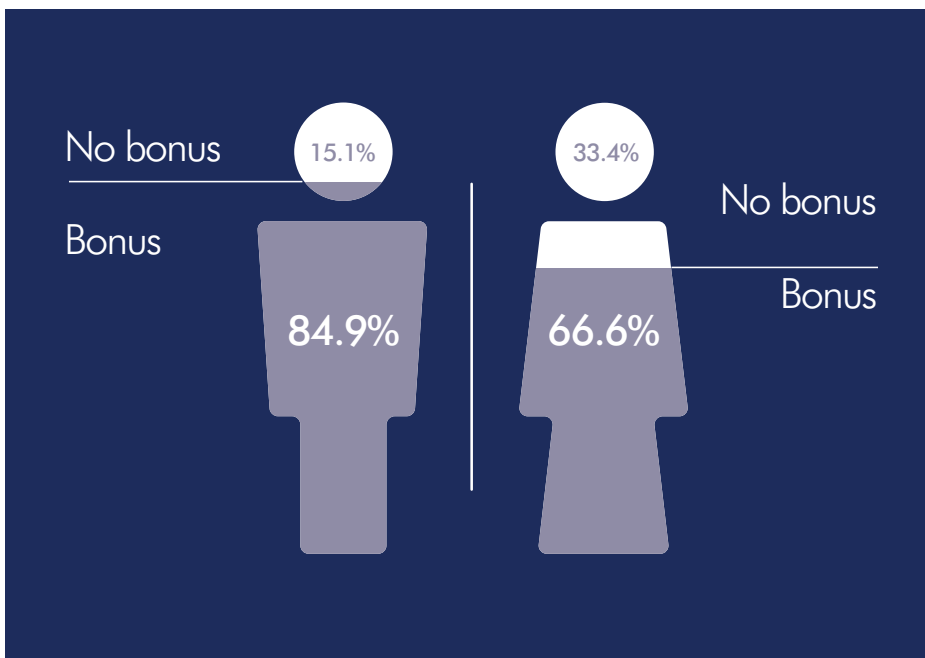
The figures for this year for the hourly fixed pay are higher than 2021, which were 20.9% for the mean and 14.8% for the median.

The bonus paid and reported is based on all our colleagues. In 2021, the mean was 51.5% and so has increased on last year, the median was 43.7% so there has been a ~4% decrease in 2022.

The changes may be explained by the increasing number of women eligible for a bonus payment and an alignment of salaries within a function that has a higher average proportion of women than is typical in other areas of the Group.

## Proportion of colleagues awarded a bonus

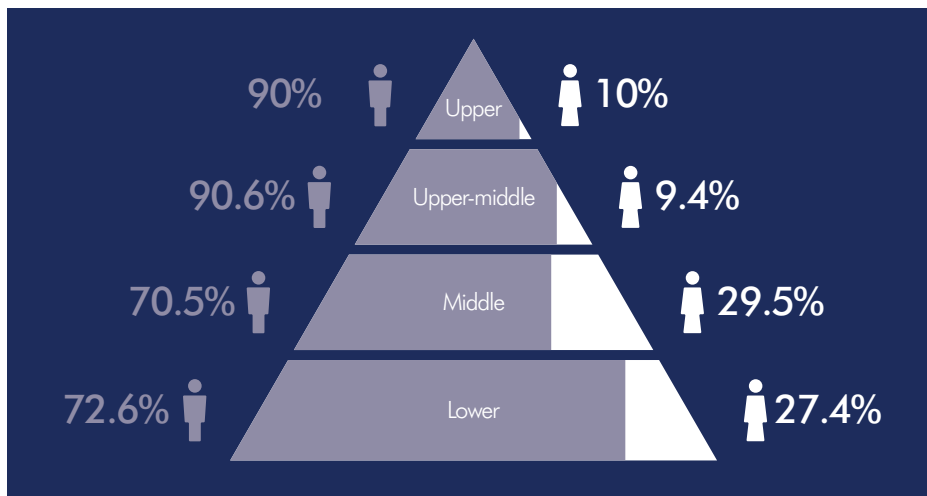
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This shows an 18.3% difference between the number of men and women being paid a bonus up to the snapshot date, which has closed the gap since 2021 of nearly 2%.

# Pay quartiles

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The above illustrates the gender split when we put in order the hourly rate of pay from highest to lowest and group into four quartiles.

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The main reason for our gender pay gap is an imbalance of male and female colleagues across the company – more so in the upper quartile. In saying that, where men and women undertake the same role, the remuneration structure is identical. For 2022, there has been an increase in female colleagues within all sections of the quartile.

We remain committed to creating a diverse and inclusive place to work and to addressing gender pay across the Group. We are undertaking new ways to attract new talent to help us drive an inclusive culture that will work towards closing our gap, along with continually developing our colleagues, creating a diverse succession plan through annual talent reviews, and creating supervisor, management and leadership programmes through our own academy.

I confirm that the data reported is accurate.

**Sarah Martyn**  
Group People Director

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