

2017
Gender Pay Gap Report
Hendy Group Ltd &
Hendy Holdings

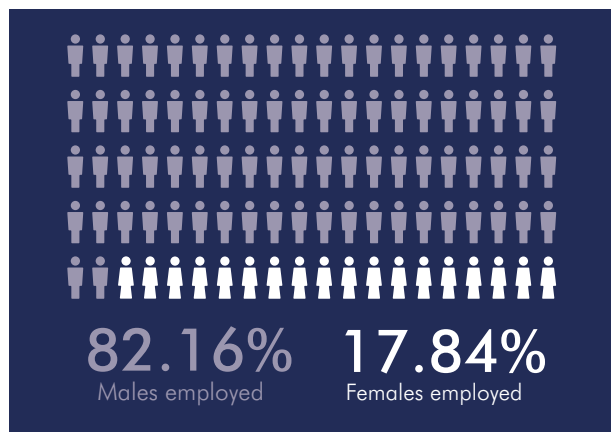


It's all about you.

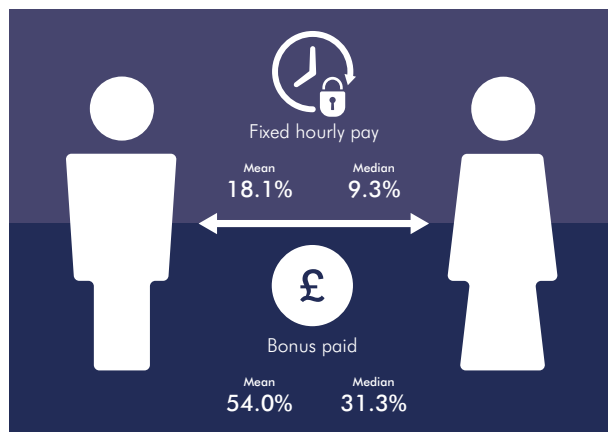
2017 Gender Pay Gap Report

The information within this report collates data from both Hendy Group Ltd and Hendy Holdings and is referred to in this report as Hendy Group.

We are confident that men and women are paid equally for doing the same job at Hendy Group; however, the greater proportion of men than women in senior roles creates a gender pay gap.



Percentage of Males and Females Employed



Pay and Bonus Gap

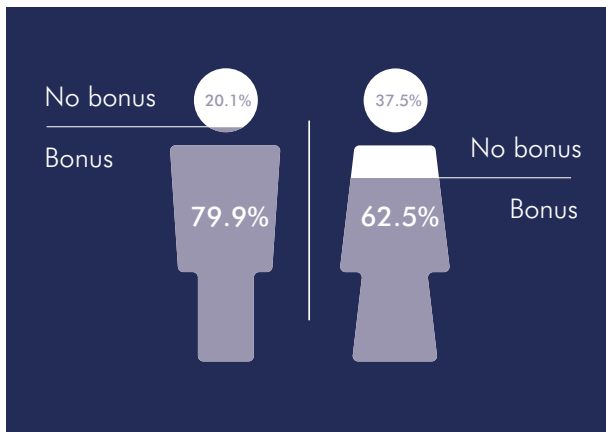
Pay & Bonus Gap

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

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

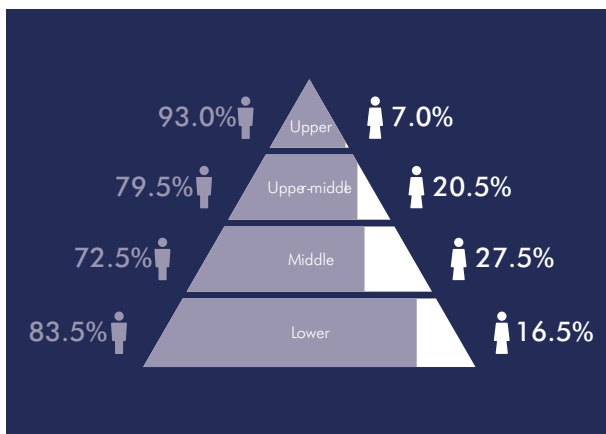
The above information shows Hendy Group's overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 15th April 2017. It also captures the mean and median difference between the bonuses paid to men and women at Hendy Group Ltd up to 5th April 2017.

Proportion of Colleagues Awarded a Bonus



This shows a 17.4% difference between the number of men and women being paid a bonus up to the snapshot date.

Pay Quartiles



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

The main reason for our gender pay gap is an imbalance of male and female colleagues across the company. In saying that, where men and women undertake the same role, the remuneration structure is identical.

I confirm that the data reported is accurate.

Clare Hendy

Clare Hendy Chartered
MCIPD HR Director