

# GENDER PAY GAP REPORT 2018

The report reflects on the relative gender pay gap for employees of Whittan Industrial Ltd. only; as the sole Group employer of >250 employees. The number of relevant employees for this report total 377 vs a total of 390 last year. The headcount reduction of 13 is made up of 93 individuals who were included in 2017 but not in 2018 (-93) and a new set of 80 employees included in 2018 who were not counted in 2017 (+80). This movement of leavers and joiners and those whose employment has changed may have impacted the changes from 2017 to 2018.

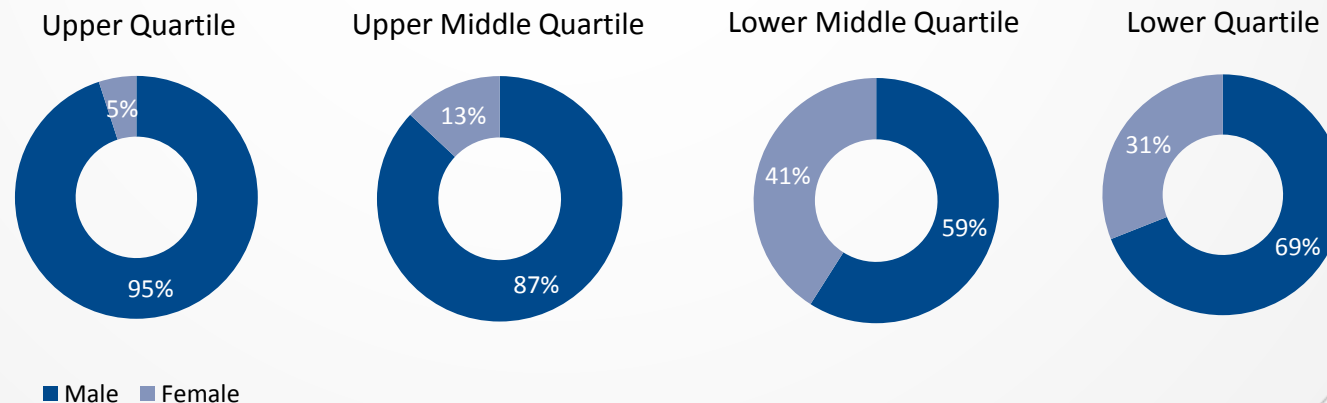
## Hourly Pay Rates – difference between men and women

	Whittan 2018	Whittan 2017
Mean	31%	31%
Median	37%	19%

The gap has increased between the median hourly pay rates from 2017 to 2018 although the mean average remains unchanged.

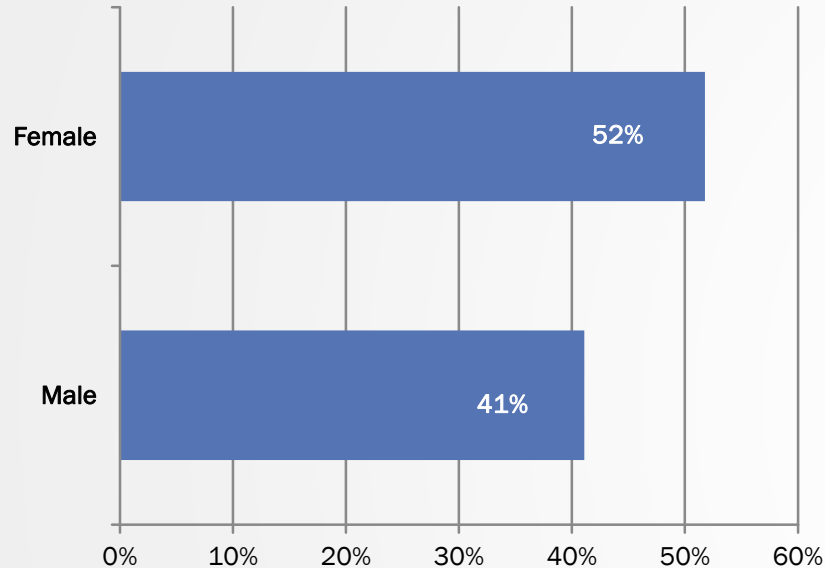
## Pay Quartiles

The rings to the right show the relative proportions of men and women in the pay quartile bands.



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The chart below illustrate the relative proportion of men and women who were in receipt of a bonus. The table then demonstrates that the differences in mean and median average bonus payments have remained consistent from one year to the next .



**Bonus Recipients**

## Bonus Payments – difference between men and women

	Whittan 2018	Whittan 2017
Mean	77%	78%
Median	33%	33%

As CEO of the Whittan Group, I can confirm that the above information is correct.

Jon Templeman  
Chief Executive Officer