

Gender Pay Gap Reporting - 2018

GL-HR-009-REV1

1. Mandatory Gender Pay Gap Reporting in Great Britain

Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Under the Equality Act 2010, from 2017, any organization based in England, Scotland or Wales that has 250 or more employees, must publish and report specific figures every year about their gender pay gap, both in a prominent position on their own Company website, and on the Government's website, [here](#).

You can find out more about the Governments Gender Pay Gap requirements [here](#).

2. What is the gender pay gap?

This is an equality measure that shows the difference in average earnings between male and female employees (taking into account applicable pay and bonuses), using a 'snapshot date' of 5 April each year, and publishing this data within a year of this date. Gooch & Housego PLC reports on the combined calculations about all its UK payrolled employees, including the executive directors.

3. What are the calculations?

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of men and women when divided into four groups ordered from lowest to highest pay.

4. 2018 gender pay gap data – Gooch & Housego

Please follow this [link](#). Data is also appended, below.

5. Gooch & Housego's commitment to reducing the gender pay gap

As previously reported, Gooch & Housego (G&H) in common with many UK based engineering companies has a lower representation of women in the company as a whole and in the upper middle and upper quartiles in particular. In order to address this we have an active policy of looking to hire women with engineering and STEM based qualifications and experience into all levels of the organization from the UK and across the globe.

G&H has specific programs designed to develop and train talented women (and men) in order to equip them with the skills and experience they need to progress within the company. We create and monitor individual personal development plans and have created career paths in functions such as engineering to enable talent to progress to managerial levels.

In 2018, there was improvement in the proportion of females in the upper middle quartile and lower middle quartile compared to the previous year and we aim to sustain and build on this trend.

GROUP POLICY

We remain committed to improving the level of female representation at all levels throughout the company, enabled by a continuous review of our recruitment and employment policies and practices. We have developed an action plan to address the gender pay gap and monitor progress.

Mark Webster
CEO

GOOCH & HOUSEGO PLC CONSOLIDATED GENDER PAY GAP REPORTING: 2018

Average gender pay gap as a mean average	31.6%
Average gender pay gap as a median average	22.8%
Average bonus gender pay gap as a mean average	72.2%
Average bonus gender pay gap as a median average	6.7%
Proportion of males receiving a bonus payment/prior 12 months	83.6%
Proportion of females receiving a bonus payment/prior 12 months	89.6%
Proportion of males in upper quartile	92.4%
Proportion of females in upper quartile	7.6%
Proportion of males in upper middle quartile	83.2%
Proportion of females in upper middle quartile	16.8%
Proportion of males in lower middle quartile	61.3%
Proportion of females in lower middle quartile	38.7%
Proportion of males in lower quartile	69.2%
Proportion of females in lower quartile	30.8%