



## Gender Pay Gap

We welcome the opportunity to present Pluss' Gender Pay Gap report for the second consecutive year.

April 2018 was the first year Pluss submitted its Gender Pay Gap report, and at the outset the business was committed to responding to any gender imbalance the report identified. Pluss' Median gender pay gap stood at -14.4% in April 2018 which was significantly lower than the national average, however, it was evident that there was underrepresentation of females in the upper middle and top quartile, which the business sought to address with actions being agreed at Board level to include gender considerations in succession planning and positive action in appropriate recruitment.

## Gender Pay Gap Figures 2018

*The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and as at 5 April 2018.*

Pluss' workforce remains fairly even with a population consisting of 55.3% being male and 44.7% being females. There has been a slight increase in the female population increasing by 2.5%.

### Our gender pay gap:

Quartile	2018	2017
Mean	1.75%	2.2%
Median	-15.2%	-14.4%
Mean gender bonus pay gap	100%	100%
Median gender bonus pay gap	100%	100%
Proportion of males receiving a bonus	1.75%	1.04%
Proportion of females receiving a bonus	0%	0%

Quartile	2018		2017	
	Males	Females	Males	Females
Top Quartile	40.0%	60.0%	63.2%	36.8%
Upper Middle Quartile	57.5%	42.5%	71.2%	28.8%
Lower Middle Quartile	54.5%	45.5%	50.4%	49.6%
Lower Quartile	68.4%	31.6%	46.4%	53.6%

Pluss' mean pay gap has reduced from 2.2% to 1.75% and its median pay gap has seen a positive increase from -14.4% to -15.2%. These results are likely to be linked to the slight increase in the female population of Pluss' workforce and the changes within the quartiles. It is evident that in 2017 the majority of females were sitting in the lower quartiles, whereas in 2018 the number of females sitting in the upper middle and top quartile have increased.

Despite an increase in females within the top quartile, Pluss' mean and median gender bonus pay gap remains at 100%. As outlined in last year's report this should be seen in the context of the small number of employees, 1.01%, all of which are executive directors that attract a bonus payment. At the time of obtaining the data there had been no changes to the executive directors of the business. It is however evident that the direction of travel is heading in the right direction with an increase of 23.2% of females in the top quartile and 13.7% increase in the upper middle quartile.

It is however recognised, that the proportion of males sitting within the lower quartile has increased by 22% from 46.4% in 2017 to 68.4% in 2018. Job roles that attract lower paid salaries predominantly sit within the Manufacturing operation and are undertaken by men.

Despite 2018s data evidencing positive results for females, the business recognises that in order to create better gender balance for all, steps should be taken to reduce the number of males within the lower quartile.

## Planning Ahead

As a business that recognises the advantages of an agile and collaborative workforce, we will focus on how we can further enable flexible working across the business. Our flexible working policies and processes will be reviewed and developed as well as the continued roll out of IT equipment that further supports flexible working.

Creating a gender balance across the business is of paramount importance and we will therefore consider taking appropriate steps that encourage more men into roles that sit within the lower and upper middle quartile.

## Our Statement

Pluss is committed to being a diverse and inclusive organisation which reflects the communities in which we operate and the customers we serve. Understanding our gender balance is an important part of our journey, as this allows the business to understand those areas that require more focus and proactive action to create gender balance at all levels

It is pleasing to see an improvement in our Mean and Median pay difference and in our upper middle and top quartile which has been because of understanding last year's gender pay gap and taking action to support more women moving into senior roles. We will continue to work hard to promote equality for all and understand it's not just about supporting more women into senior roles but attracting men into our lower and upper middle quartiles.

We continue to offer our employees a wide range of benefits and are committed to the ongoing development of its reward and recognition framework to ensure they are fit for purpose and support equality for all.

I confirm that Pluss is committed to gender pay equality and that our gender pay gap figures have been calculated in line with mandatory requirements.

**Steve Hawkins**

CEO, Pluss



3<sup>rd</sup> April 2019