

Gender Pay Gap 2017/2018

Following our voluntary publication of our Gender Pay Gap I am proud to be publishing our 2nd ever Gender Pay Gap report.

HML Group's gender pay gap of 17.5% for 2017/18 is below the National Average of 18.4% and shows a year on year reduction of 1.92%. Although the gap is still considered to be too high one must remember that the strategy to close this gap is a long term one. If we continue to reduce by this % HML will reach our target.

The Mean Gender Bonus gap of has reduced significantly to 52% which represents a reduction in this gender gap of 22%. Our pay quartiles demonstrate where the hard work should be focussed. In Quartile 2, 3 and 4 there is **no gender pay gap**. Our females in these quartiles are paid slightly more than their male counterparts.

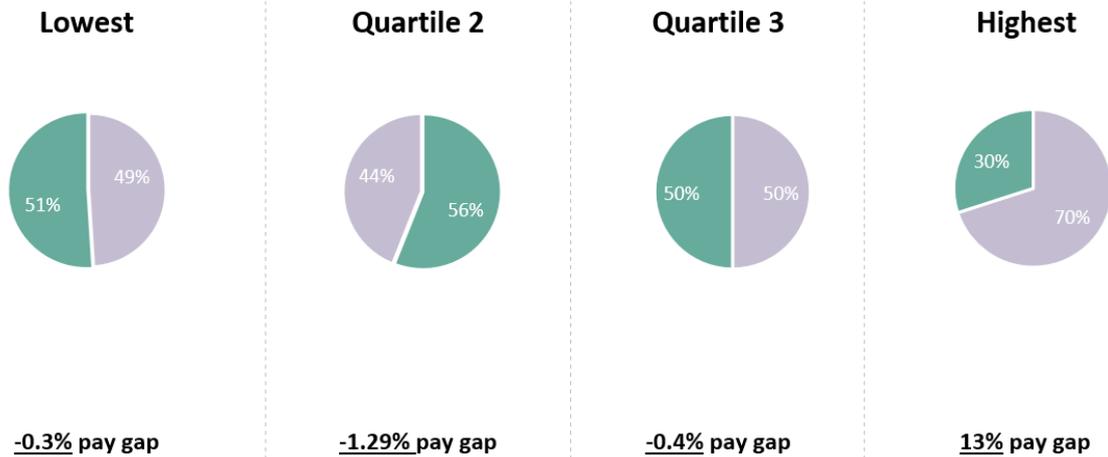
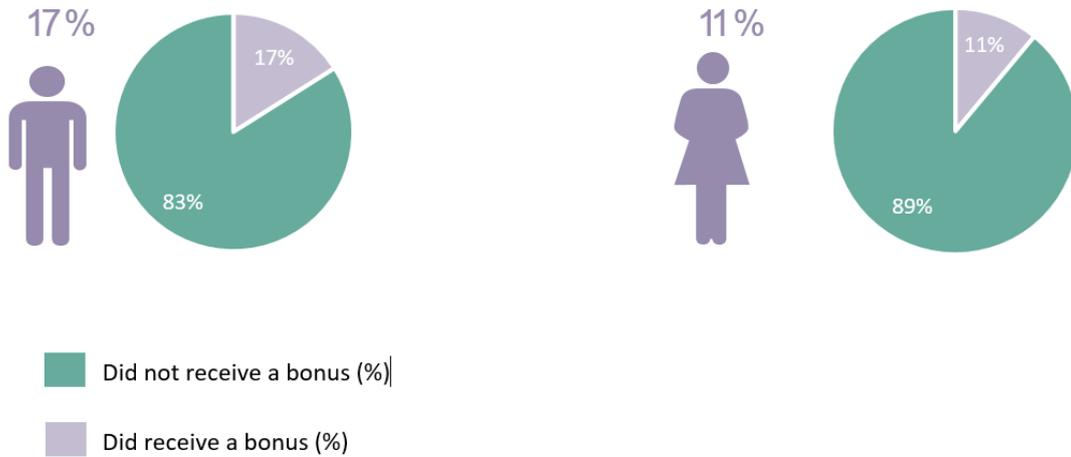
HML's highest pay quartile remains where our underlying challenges exist. HML is aware of underrepresentation of women in positions of leadership and highly paid roles is the only reason for our gender pay gap. There has been no change (year on year comparison) within the top 20 paid roles across HML Group as still only 15% are filled by females.

Whilst it is acknowledged that there is much hard work to be done to achieve the aim of a 50:50 gender balance by 2025 (within a 5% tolerance) I can be assured that we are heading in the right direction. Our biggest challenge remains in balancing our top quartile of staff.

Difference between men and women

	Mean	2016 vs 2017	Median	2016 vs 2017
Hourly fixed pay	17.5%	1.92% ↓	9%	0.86% ↓
Bonus paid	52%	22% ↓	33%	41% ↓

Proportion of Colleagues Awarded a Bonus for 2017



Executive Pay Ratio

Along with our publication of progress in this important area I have also chosen to publish the Executive Pay ratio gap for the HML Group.

The subject of Executive Pay is due to be legislated on shortly and is widely expected to become mandatory for organisation of our size to publicly disclose in 2020. Prime Minister Theresa May first proposed the law in August 2017 following research finding the ratio between FTSE 100 CEOs and their average employee pay was **129:1*** in 2017.

HML have always been at the forefront of transparent pay reporting in advance of legal requirements. In 2017 HML were one of the first organisation to voluntarily publish its Gender Pay Gap. In that vein we will publish annually our CEO/Employee Pay Ratio.