

HARRIS + HOOLE

Gender Pay Reporting





Here at Harris and Hoole, we are immensely proud of our diverse and inclusive culture. Our people are at the heart of everything we do, and we are constantly striving to offer an amazing place to work with exceptional training and opportunities for growth and development for all of our 'Hooligans'. We celebrate the value in the differences our people bring to our organisation and are always seeking to learn and grow as a business.

It was important for us to continue our Gender pay gap reporting in spite of the effect the pandemic has had on us as a business as we want to continue driving and evaluating areas of improvement in gender equality. We recognize that we had and still have work to do and we are committed to doing the work.

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2021 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017.

Andrew Sanders

Head of Harris and Hoole

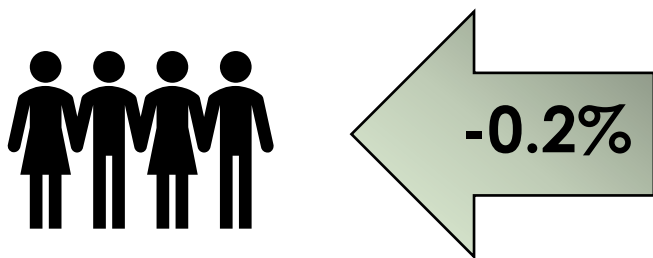


OUR RESULTS	2018 (%)	2019(%)	2020 (%)	2021 (%)
Gender pay gap as a mean average (%)	-8.0	-7.4	2.8	-0.2
Gender pay gap as a median average (%)	-10.8	-8.7	1.6	-31.3
Gender bonus pay gap as a mean average (%)	15.7	-10.0	-21.6	-
Gender bonus pay gap as a median average (%)	-1.3	0.8	-105	-
Proportion of males receiving bonus (%)	93.6	86.0	76.7	0
Proportion of females receiving bonus (%)	81.0	87.7	76.3	0



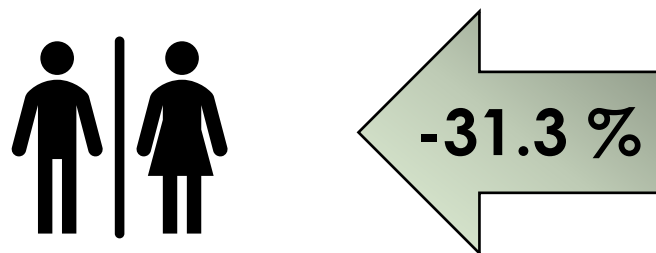
Gender pay gap as a mean average

The difference in pay between our total wage spend-per-woman and our total wage spend-per man.



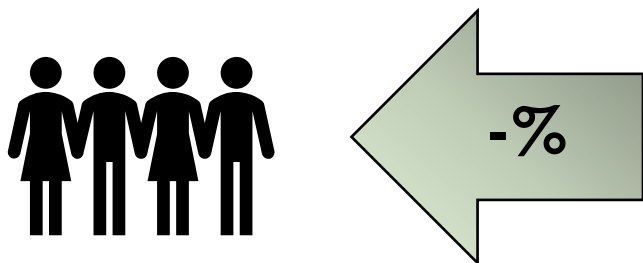
Gender pay gap as a median average

The difference in pay between the middle-ranking woman and the middle-ranking man.



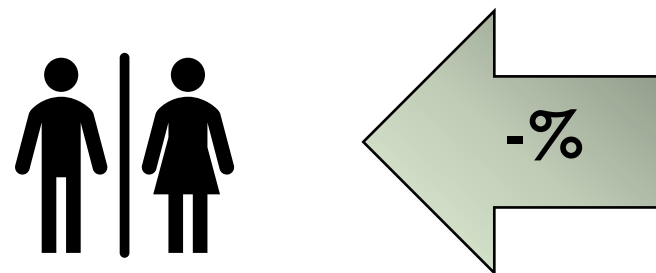
Gender bonus pay gap as a mean average

The difference in bonus between our total bonus paid-per-woman and total bonus paid-per-man



Gender bonus pay gap as a median average

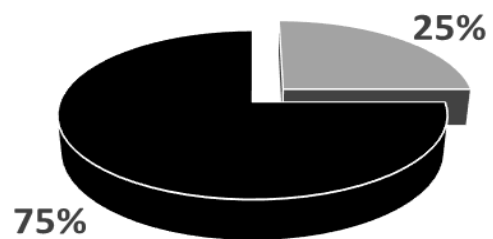
The difference in bonus pay between the middle-ranking woman and the middle-ranking man.





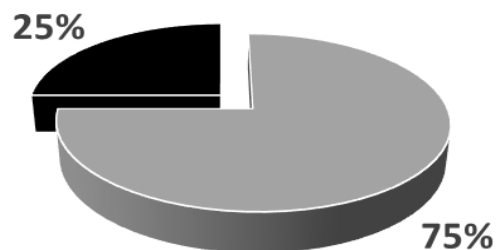
Proportion of Males and Females by Pay Quartile

1st Quartiles



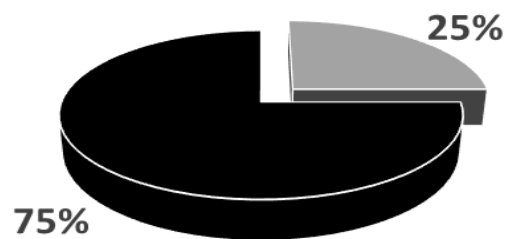
■ Males ■ Females

2nd Quartiles



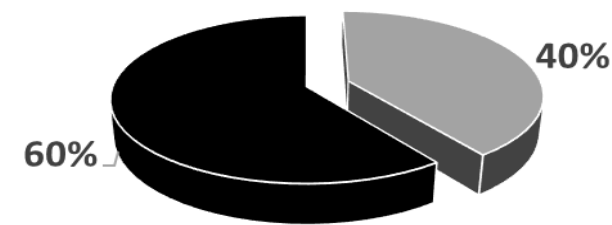
■ Males ■ Females

3rd Quartiles



■ Males ■ Females

4th Quartiles



■ Males ■ Females

Proportion of Males and Females receiving bonus

