

**HARRIS + HOOLE**

**Gender Pay  
Reporting 2022**





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.

One year on, our gender pay gap is starting to return to pre-pandemic results. There has been an increase in the median pay gap, from last year at - 2.0% to this year at 0.31% which equated to a 0.03p difference in pay. We believe that although this shows men are paid more than women this is mostly in the lower middle quartile. This is believed to be because we have had an increase of men in the business at lower mid-level who work full-time. Although our overall figures favour men, if you break it down into quartiles, you will see that in our lower quartiles, the mean pay between our men and women are the same (£8.92) .

We as a business have a higher number of females so as we move up to our upper quartile this changes and women's mean pay is more. This can also be seen in our bonus where the proportion of men receiving bonus is 13.58% compared to 16% for women. It was important for us to continue our Gender pay gap reporting 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 to get a balance. I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2022 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

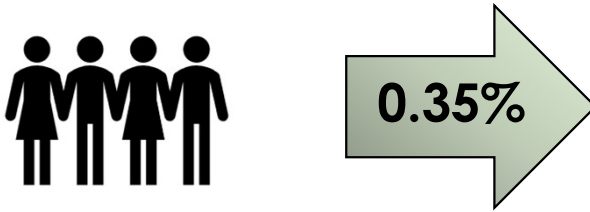


<b>OUR RESULTS</b>	<b>2019(%)</b>	<b>2020 (%)</b>	<b>2021 (%)</b>	<b>2022 (%)</b>
Gender pay gap as a mean average (%)	<b>-7.4</b>	<b>2.8</b>	<b>-2.0</b>	<b>0.35</b>
Gender pay gap as a median average (%)	<b>-8.7</b>	<b>1.6</b>	<b>-31.8</b>	<b>0.31</b>
Gender bonus pay gap as a mean average (%)	<b>-10.0</b>	<b>-5.4</b>	<b>-</b>	<b>21.66</b>
Gender bonus pay gap as a median average (%)	<b>0.8</b>	<b>12.9</b>	<b>-</b>	<b>30.00</b>
Proportion of males receiving bonus (%)	<b>86.0</b>	<b>76.7</b>	<b>0</b>	<b>13.58</b>
Proportion of females receiving bonus (%)	<b>87.7</b>	<b>76.3</b>	<b>0</b>	<b>16.00</b>



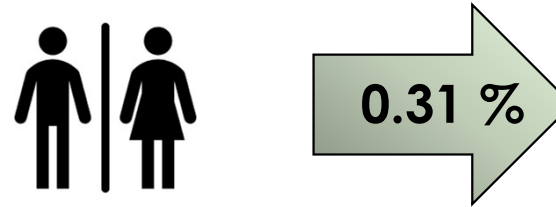
### Gender pay gap as a mean average

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



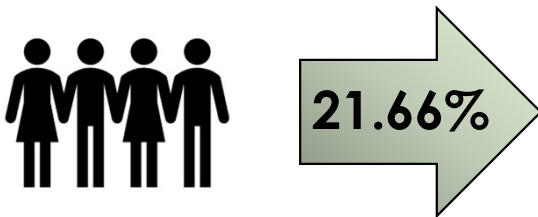
### Gender pay gap as a median average

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



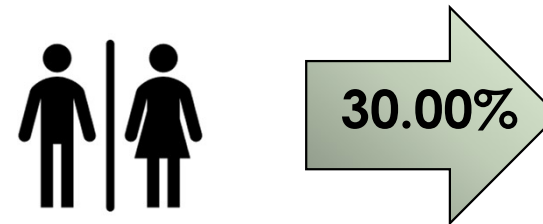
### Gender bonus pay gap as a mean average

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



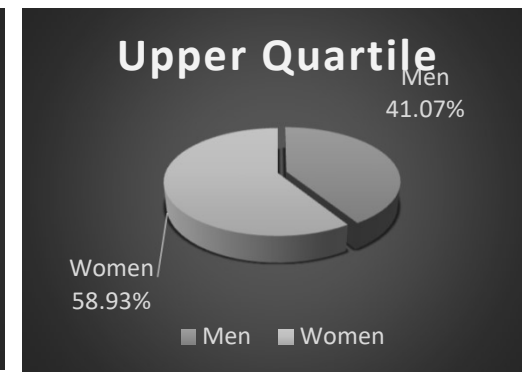
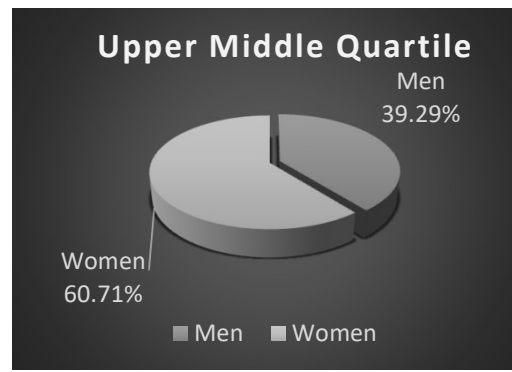
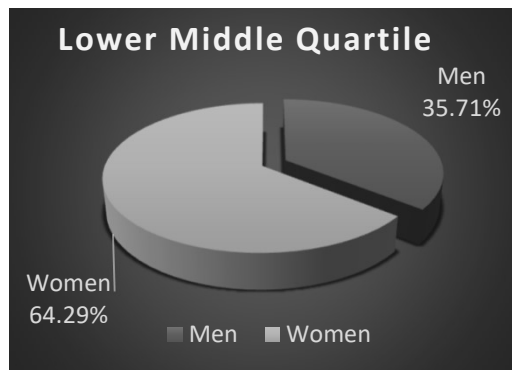
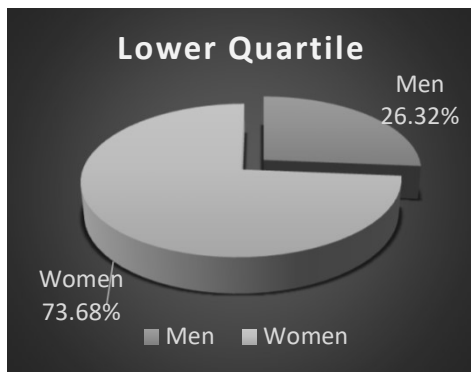
### Gender bonus pay gap as a median average

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





### Proportion of Males and Females by Pay Quartile



### Proportion of Males and Females receiving bonus

