



HARRIS+HOOLE

GENDER PAY REPORT 2018

## HARRIS + HOOLE

Here at Harris and Hoole, we are immensely proud of our diverse and inclusive culture.

Our Happy 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.

We are pleased to announce our Gender Pay Gap results for 2018, but we recognise that there is still work for us to do to address inequality in our business. We are committed and passionate to doing so.



Andrew Sanders  
Head of Harris and Hoole

# Our Results

Difference in mean hourly rate of pay	-8	
Difference in median hourly rate of pay	-10.8	
Difference in mean bonus pay	15.7	
Difference in median bonus pay	-1.3	
	<b>M</b>	<b>F</b>
Percentage of employees who received bonus pay	93.6	81
	<b>M</b>	<b>F</b>
Employees by pay quartile		
Upper quartile	29.3	70.7
Upper middle quartile	29.7	70.3
Lower middle quartile	46.7	53.3
Lower quartile	41.9	58.1

H+H has a negative gender pay gap in three of the four metrics. When compared, the difference in mean and median hourly rate of pay is higher for men than women.

This is due to the higher number of women in the upper and upper middle quartiles.

The only result where this is not the case is the difference in mean bonus pay.

This means that the total bonus paid per male employees was 15.7% higher than the bonus paid per woman.