

Heritage Great Britain PLC

Gender Pay Reporting  
to 5 April 2018



The difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap	19.5%	0.9%
Gender Bonus Gap	100%	100%

Proportion of women who received bonus pay in the relevant period	Proportion of men who received bonus pay in the relevant period
0%	1.3%

Number of men and women in the quartile pay bands	Men	Women
Upper	78.9%	21.1%
Upper Middle	53.8%	46.2%
Lower Middle	57.1%	42.9%
Lower	53.8%	46.2%

As of 5 April 2018, our mean gender pay gap was 19.5% and our median gender pay gap was 0.9%. The underlying reason behind the mean gender pay gap is predominantly due to a higher proportion of male workers in more senior roles. A large proportion of management positions relate to roles that have been historically male dominated in the UK such as engineers, electricians, maintenance staff. Our Median gender pay gap was 0.9% because a significant proportion of our workforce is seasonal employees who are paid at a standard rate.

The gender bonus gap is 100% in favour of males. This is because only 3 employees received a bonus in the period and all were male. This can also be related to the point above regarding the mean pay gap and the fact the company has a higher proportion of male workers in more senior roles.

The differences in the quartile pay bands is again a consequence of having a higher proportion of male workers in more senior roles. As at the 5 April 2018, the company employed 363 people of which 221 were male and 142 female. This has resulted in a higher % of male workers in each quartile.

We are confident that all our HR processes and practices ensure that employees are not paid differently due to gender.