

## Our 2017 Gender Pay Gap Report

At Hy-Ten Group Ltd., we are committed to creating an inclusive working environment based on fairness, equality and respect.

Our Gender Pay Gap Report responds to new Government legislation that came into force in April 2017, stipulating that all companies based in England, Scotland or Wales that have more than 250 employees must report their gender pay gap and bonus gaps as they are on the 5<sup>th</sup> April each year.

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority. We are confident that men and women are paid equally for doing equivalent jobs across our business.

The following table shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5<sup>th</sup> April 2017. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5<sup>th</sup> April 2017.

### 2017 HY-TEN GROUP LTD GENDER PAY GAP REPORT


	MEAN	MEDIAN
Difference in hourly rate of pay	12.8%	-0.6%
Difference in bonus pay	36.4%	-16.3%

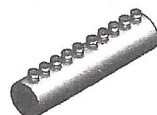
	MALE	FEMALE
Percentage of employees who received bonus pay	57.6%	76.5%
Employees by pay quartile - upper quartile	90.7%	9.3%
Employees by pay quartile - upper middle quartile	76.0%	24.0%
Employees by pay quartile - lower middle quartile	85.3%	14.7%
Employees by pay quartile - lower quartile	80.3%	19.7%

*For differences in rates of pay and bonuses, a positive % indicates that men receive a higher rate than women in our organisation. A negative % indicates that men receive a lower rate than women in our organisation.*

I confirm the data contained in this report is accurate.



**A. C. Larkins**  
 Chairman



**HT.B MECHANICAL COUPLER**  
 On site next day, sizes 12-32mm

