

Harlow

UK GENDER PAY GAP REPORT HARLOW BROS.

2018



GENDER SPLIT OF HARLOW GROUP EMPLOYEES

From 2017 Employers with 250 or more employees must publish and report specific figures about their Gender Pay Gap

What is Gender Pay Gap?

The gender pay gap is the difference between the average earnings of men and women.

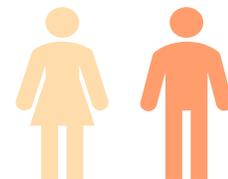
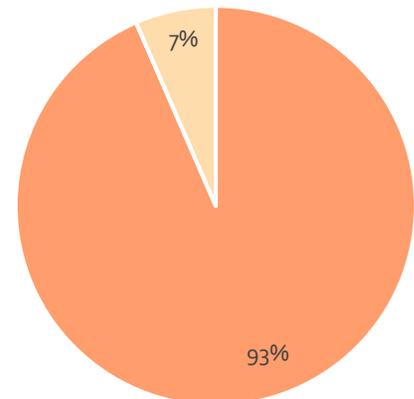
There are six declarations that must be made:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males and Females Receiving a Bonus
- Proportion of Males and Females in Each Quartile Band

“If You’re a Woman you will earn less than a Man”

It’s true that you would expect a woman working in the UK to earn less than a man. In 2017, the median hourly wage for women working full time was about **9.1%** less than the median hourly wage for men (excluding overtime). That’s **£1.32** less per hour*

*Source: www.fullfact.org

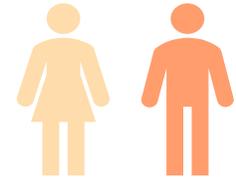


The Harlow Group consist of 519 employees across the Midlands and Essex

There are four operating companies within the Harlow Group

Harlow Bros Ltd, Harlow Timber Systems Ltd, Harlow Kidderminster LLP and Bolt Building Supplies Ltd.

What Is Our Gender Pay Gap at Harlow?



The information presented below is a combined population of Harlow employees across the group.

The following data is Women's earnings expressed relative to men's earnings.

Mean Gender Hourly Pay Gap

6.9%

Women earn higher per hour

Median Gender Hourly Pay Gap

17.2%

Higher Than Men

Mean Bonus Gender Pay Gap

48.7%

Men earn higher bonuses

Median Bonus Gender Pay Gap

65.8%

Lower Than Men

We collected our data on 5 April 2018, when our workforce consisted of 34 women and 485 men.

In common with the Building and Timber industry our work force is predominantly male however, with most of our females in office and sales roles this has a positive impact on our gender pay gap.

National Mean Gender Pay Gap: -17.4%*

National Median Gender Pay gap: -18.4%*

*Source: Office for National Statistics, Annual Survey of Hours and Earnings: 2017

Having a predominantly male team in the production side to our business this has greatly affected the Bonus Gender Pay Gap due to manufacturing and attendance related bonuses.

"We understand that we must build and develop our representation of females in the Building and Timber industry".

Proportion of Males and Females Receiving a Bonus

Males 67.4%

Females 26.5%

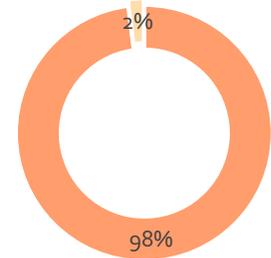
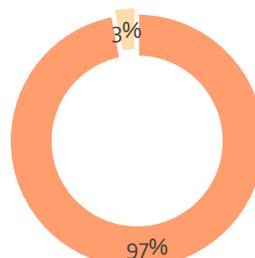
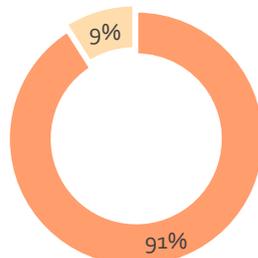
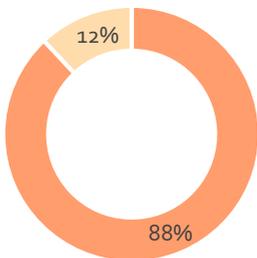
Proportion of Males and Females in Each Quartile Band

Top Quartile

Upper Mid Quartile

Lower Mid Quartile

Lower Quartile



Robert Harlow - Chairman



Useful Information:

ACAS guidance on Gender Pay Gap Reporting provides a full description of the reporting requirements, the distinction between Gender Pay Reporting and equal pay and links to useful communication materials:

www.acas.org.uk/index.aspx?articleid=5768

The Women's Business Council provides some helpful resources to help improve gender diversity:

www.womensbusinesscouncil.co.uk/toolkits

The UK's leading charity campaigning for gender equality and women's rights:

www.fawcettsociety.org.uk/

To view this information on our website along with other policies please visit:

www.harlowbros.co.uk

“We strive to be an equal opportunities and equal pay employer”

Thank you for taking the time to review our Gender Pay Gap data.

We have combined our gender pay gap data for our four trading companies.

We strive to be an equal opportunities and equal pay employer, assessing every existing and potential employee purely on their aptitude for the role and the quality of their work.

In our office-based teams both males and females occupy a range of apprenticeship, clerical, sales, technical, professional and management positions. Our mean gender pay gap at 6.9% higher for females reflects the skills and experience they bring to our team.

The greater part of our team, 75%, are non-office based and are engaged in machining, stock handling, order fulfilment, driving and construction roles, a group which is almost exclusively male. This group attracts a very high proportion of the bonuses we pay, as they are typically rewarded with attendance bonuses, and in some cases productivity bonuses.

We thank all our team for their great efforts and the pride they take in maintaining and growing our business, whilst helping to keep us safe and well.

Robert Harlow

Chairman

The logo for Harlow, featuring the word "Harlow" in a stylized, red, italicized font with a green underline.