

MAGNET GENDER PAY GAP REPORT 2019



MEAN PAY GAP



2019: 8%
2018: 11%



MEDIAN PAY GAP



2019: 1%
2018: 3%

- Mean and median difference in hourly rate of pay for males and females in April 2019 and April 2018



MEAN BONUS GAP



2019: 26%
2018: 24%



MEDIAN BONUS GAP

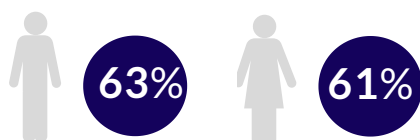


2019: 25%
2018: 24%

- Mean and median difference in bonus pay for males and females in April 2019 and April 2018
- All bonus schemes are meritocratic based on individual and/or business performance



% RECEIVING BONUS 2019



% RECEIVING BONUS 2018



- Percentage of males and females receiving bonus payments in the year immediately preceding 5th April 2019 and 5th April 2018
- Higher proportion of males within senior leadership team



QUARTILES 2019

	M%	F%
Quartile 1	63	37
Quartile 2	79	21
Quartile 3	68	32
Quartile 4	77	23
General Population:	72	28



QUARTILES 2018

	M%	F%
Quartile 1	63	37
Quartile 2	76	24
Quartile 3	67	33
Quartile 4	78	22
General Population:	71	29

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 506 colleagues

OVERALL

- Magnet is committed to ensuring equity, fairness and equal opportunities for all colleagues
- We are confident that male and female colleagues across our business are paid equally for performing equivalent roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation

Magnet

Dan Carr, Chief Financial Officer