

GOWER GENDER PAY GAP REPORT

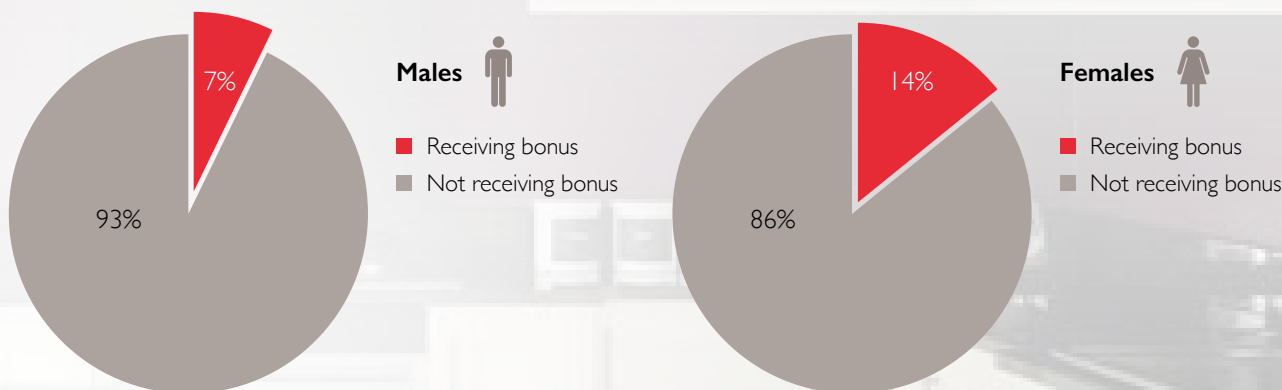
Gower is committed to ensuring equity, fairness and equal opportunities for all its colleagues.

PAY AND BONUS GAP

Difference between Males and Females		
	Mean	Median
Hourly pay	+4%	0%
Bonus	39%	20%

The above demonstrates the mean and median difference in the hourly rate of pay and the bonus pay for males and females across Magnet effective at 5th April 2017.

PERCENTAGE OF MALES AND FEMALES RECEIVING BONUS

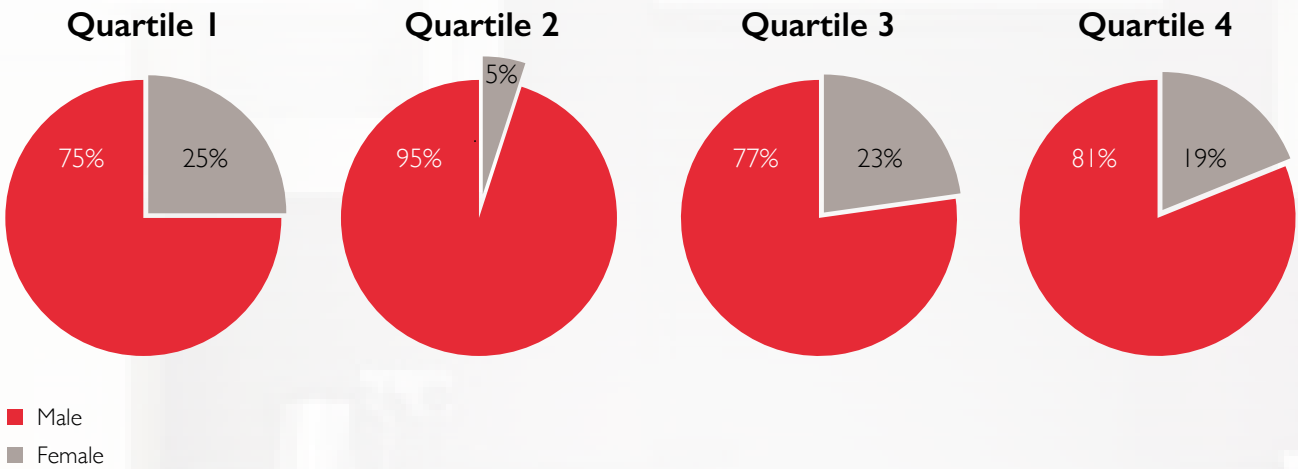


The above demonstrates the percentage of males and females receiving bonus payments in the year immediately preceding 5th April 2017.

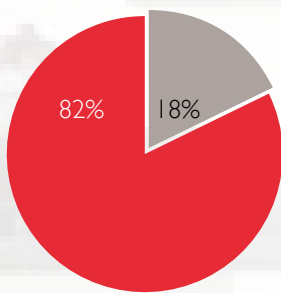
- Analysis of hourly rate of pay demonstrates a positive pay gap with female colleagues on average receiving 4% more than male colleagues
- The median difference suggests parity between males and females in our operational roles
- Very few bonus payments are made within Gower with 18 males and 8 females receiving bonus within the required timescale. All Bonus schemes are meritocratic based on individual performance and/or the performance of the business
- Bonus differences are also skewed by the high proportion of male colleagues within our Senior Leadership Team. Despite a greater percentage of female colleagues receiving bonus payments when compared to males, analysis shows that there is a significant gap in the bonus payments made to males and females. Further analysis will be conducted to find the cause of this gap and action will be taken to redress this.

PAY QUARTILES

The below illustrates the gender split within each of our quartile salary bandings. Each salary banding contains approximately 78 colleagues.



TOTAL POPULATION



- For an equitable male to female ratio within each of our pay quartiles, we would expect the percentages to represent our total population
- From this analysis, we can see that there is a greater proportion of females in the lowest quartile than we would expect
- However, females do have a representative share in quartiles 3 and 4
- We will conduct further research into these findings and seek to take action to redress any imbalance.

■ Male
■ Female

OVERALL

- We are confident that male and female colleagues across our business are paid equally for performing equivalent roles
- We are taking a number of actions across the business to create greater gender diversity across all levels of our business and we are confident that such actions will have a positive impact on our Gender Pay Gap within the next three years
- I confirm that the data reported has been accurately calculated in line with the Gender Pay Gap legislation.