

MAGNET GENDER PAY GAP REPORT 2020



MEAN PAY GAP



2020: 9%

2019: 8%



MEDIAN PAY GAP



2020: 2%

2019: 1%

- Mean and median difference in hourly rate of pay for males and females in April 2020 and April 2019



MEAN BONUS GAP



2020: 12%

2019: 26%



MEDIAN BONUS GAP



2020: 7%

2019: 25%

- Mean and median difference in bonus pay for males and females in April 2020 and April 2019
- All bonus schemes are meritocratic based on individual and/or business performance



% RECEIVING BONUS 2020



67%



66%



% RECEIVING BONUS 2019



63%



61%

- Percentage of males and females receiving bonus payments in the year immediately preceding 5th April 2020 and 5th April 2019



QUARTILES 2020

	M%	F%
Quartile 1	67	33
Quartile 2	75	25
Quartile 3	67	33
Quartile 4	79	21
General Population:	72	28



QUARTILES 2019

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

- 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, EVP Commercial Region West