

MAGNET GENDER PAY GAP REPORT 2018



MEAN PAY GAP



2018: 11%
2017: 11%



MEDIAN PAY GAP



2018: 3%
2017: 4%

- Mean and median difference in hourly rate of pay for males and females in April 2018 and April 2017



MEAN BONUS GAP



2018: 24%
2017: 24%



MEDIAN BONUS GAP



2018: 24%
2017: 28%

- Mean and median difference in bonus pay for males and females in April 2018 and April 2017
- All bonus schemes are meritocratic based on individual and/or business performance



% RECEIVING BONUS 2018



64%



61%



% RECEIVING BONUS 2017



70%



68%

- Percentage of males and females receiving bonus payments in the year immediately preceding 5th April 2018 and 5th April 2017
- Higher proportion of males within senior leadership team



QUARTILES 2018

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



QUARTILES 2017

	M%	F%
Quartile 1	62	38
Quartile 2	76	24
Quartile 3	70	30
Quartile 4	79	21
General Population:	72	28

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 555 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 are committed to taking a number of actions across the business to attract more females into the company and into leadership roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation

Magnet

Dan Carr, Chief Financial Officer