



2017 Gender Pay Gap Report

We are committed to maintaining a positive and inclusive working environment. This includes ensuring that individuals are paid equally for carrying out the same or equivalent roles regardless of gender.

We have reported our 2017 gender pay gap data as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. On the snapshot date of 5 April 2017 Howco Group PLC had 445 employees in the UK, of which 394 were male and 51 were female.

- The gender pay gap between men and women was 12.2% (mean) 17.5% (median). Our gender pay gap is below the national average of 18.4%.
- The proportion of men and women in each quartile band was as follows:
 - *Lower Quartile:* 82.9 % Men, 17.1 % Women
 - *Lower Middle Quartile:* 92.8 % Men, 7.2 % Women
 - *Upper Middle Quartile:* 86.5 % Men, 13.5 % Women
 - *Upper Quartile:* 92.0 % Men, 8.0 % Women

We have a low proportion of female employees which is common in our sector. The proportion of male and female employees is relatively consistent across each quartile.

- The proportion of employees receiving a bonus payment between 06/04/2016 and 05/04/2017 was 9.6% (men), 17.6% (women). The bonus gender pay gap between men and women was 91.9% (mean) 14.9% (median). A higher proportion of our female staff were paid a bonus albeit the average bonus paid to women was lower. Due to the structure of our UK business we believe the median bonus gap is a more reliable indicator of the average bonus gap, as it reflects the difference at the midpoint of the organisation.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Kenneth Ness'.

Kenneth Ness
Chief Financial Officer, Howco Group