

Owen Mumford Limited 2017 Gender Pay Gap Report



From April 2017, new regulations have required all UK companies, employing 250 people or more, to report the following gender pay gap information on their own website and on the government gender pay gap website:

- Gender pay gap (mean and median figures)
- Gender bonus gap (mean and median figures)
- Proportion of men and women in each quartile of the organisation's pay structure
- Proportion of men and women receiving bonuses

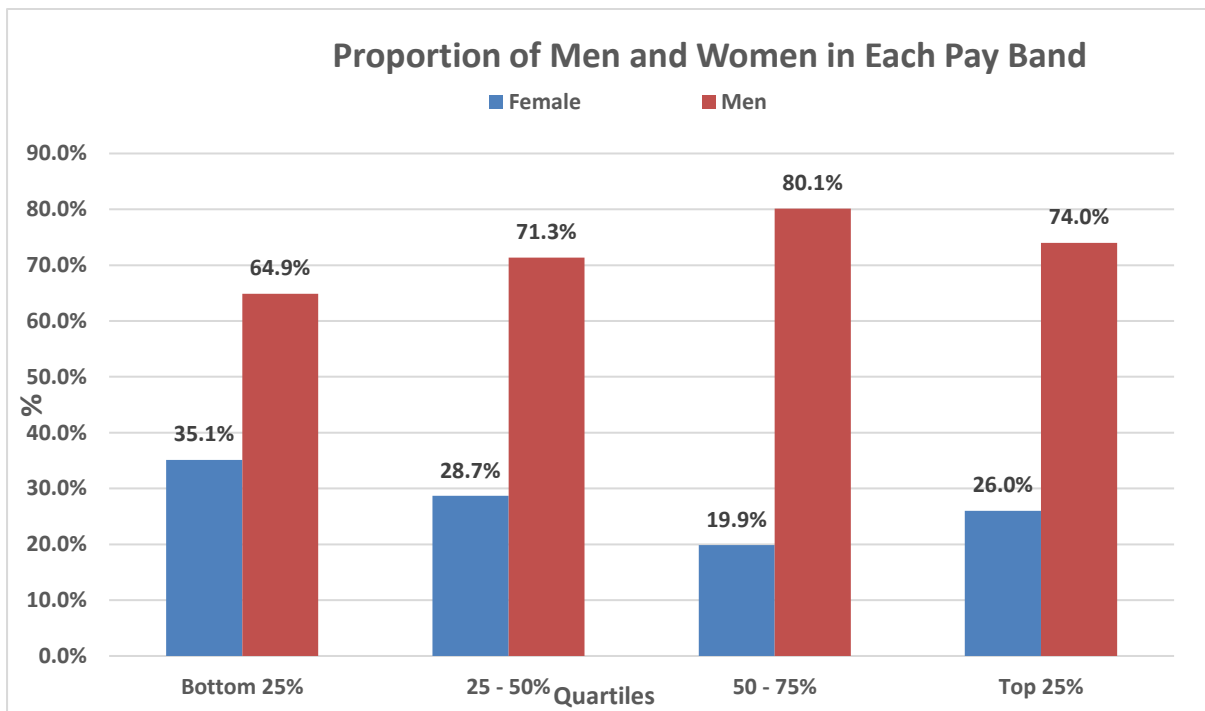
As an employer, that believes strongly in equal opportunities for all, we fully support this step and the intention of the regulations to help address the gender pay gap that currently exists in the UK.

Owen Mumford is proud to be an industry leader with over six decades of experience in the markets in which we operate. We believe our sustained growth and global market position has been achieved with a diverse workforce, covering individuals of different ages, backgrounds, nationalities and gender.

We will continue to pursue strategies to maintain the diversity of our workforce, including through our equal opportunities policy and by continuing to promote and develop our family friendly policies. The future of our business depends on recruiting and retaining the best talent and we recognise the need to provide opportunities to build a successful career within Owen Mumford that are equally attractive for both men and women.

The Results

Difference between the mean pay of men and women	8.9%
Difference between the median pay of men and women	14.0%
Difference between the mean bonus pay of men and women	69.4%
Difference between the median bonus pay of men and women	0.0%
The proportion of men who receive bonus pay	93.0%
The proportion of women who receive bonus pay	89.7%



As required under the regulations, I confirm the above data is accurate.

Gavin Jones

Group Finance Director