



Owen Mumford Limited

2018 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 by attracting and developing a diverse workforce, covering individuals of different ages, backgrounds, nationalities and gender.

The causes of the gender pay gap are complex, and we 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.

What we have done so far

We continue to strive go beyond gender balance and are committed to inclusivity across the business in all areas by giving all associates what they need to thrive.

Learning & Development: Increased development opportunities drawn from PDR process

Family Friendly Policies: Increased parental leave, maternity, paternity and adoption leave pay over and above statutory minimum.

Flexi-time & Flexible Working: Flexi-time and flexible working has continued to be a benefit that helps us attract and retain talented individuals in our business, regardless of gender.

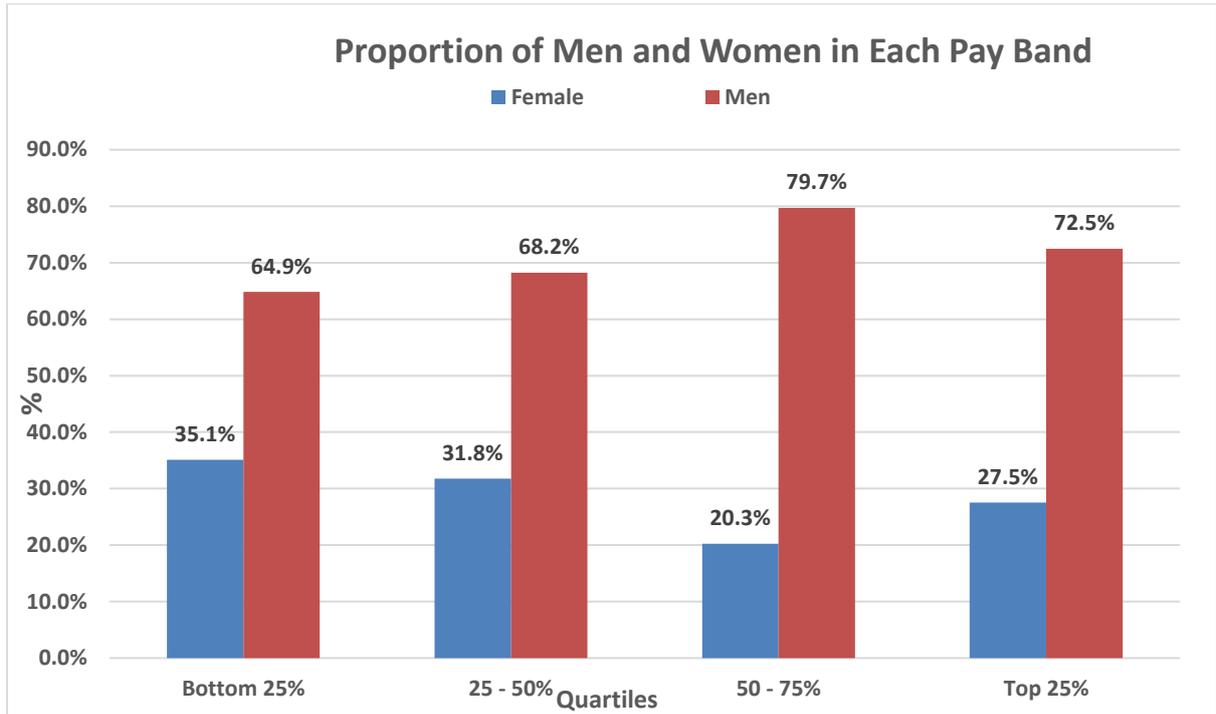
Benchmarking: All roles are benchmarked objectively and robust recruitment practises are followed in line with our recruitment policies and to ensure there is no gender bias in the selection process.

The future of our business continues to rely 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.

Meaningful change will take time and concerted effort, with some changes potentially increasing gaps in the short term.

The Results

Difference between the mean pay of men and women	10.8%
Difference between the median pay of men and women	14.3%
Difference between the mean bonus pay of men and women	56.1%
Difference between the median bonus pay of men and women	0.0%
The proportion of men who receive bonus pay	97.6%
The proportion of women who receive bonus pay	98.2%



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

Gavin Jones

Group Finance Director