



Fowler Welch

Listening... Responding... Delivering

Gender Pay Gap 2017

At Fowler Welch we believe in a culture that promotes diversity and equal opportunity for all colleagues. We recognise the benefits of a diverse workforce to ensure we attract and retain the best people for our business.

Under new legislation, all employers in the UK with over 250+ employees must provide data which details the differences in pay between men and women. This Gender Pay Report for Fowler Welch provides a snapshot view of gender balance as at 5th April 2017. On this date 86.58% of colleagues were male and 13.42% female.

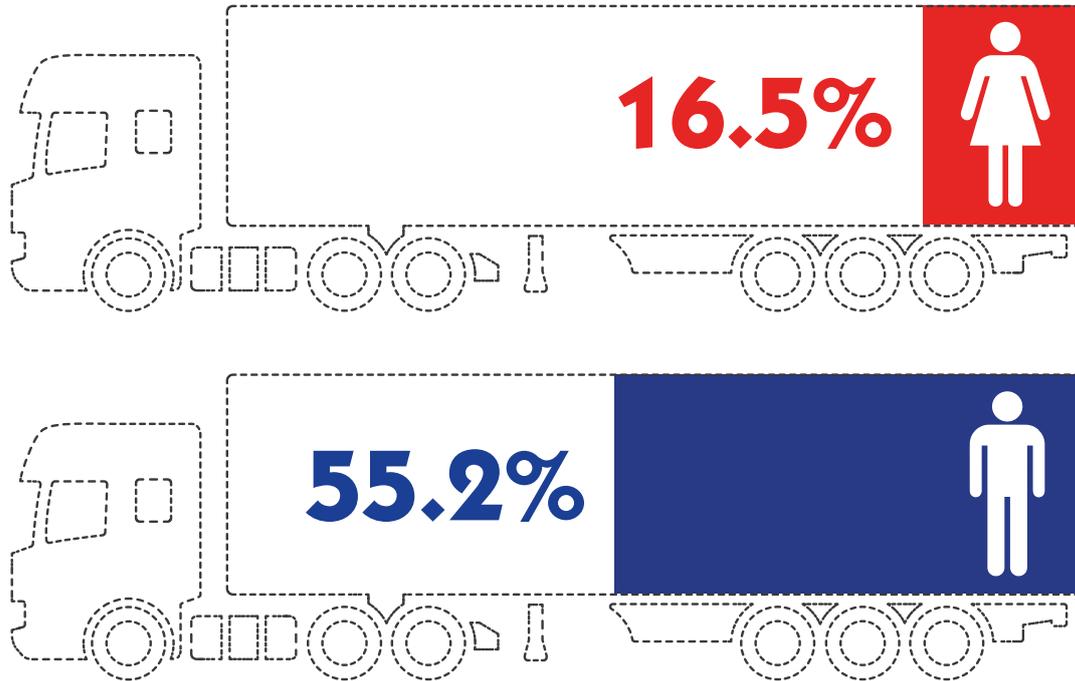
Gender Pay and Bonus Gap

Difference Between Male & Female Employees

 Fowler Welch Listening... Responding... Delivering	Mean (Average)	Median (Centre point)
Gender Pay Gap	-1.2%	4.6%
Gender Bonus Gap	-164.3%	-58.6%

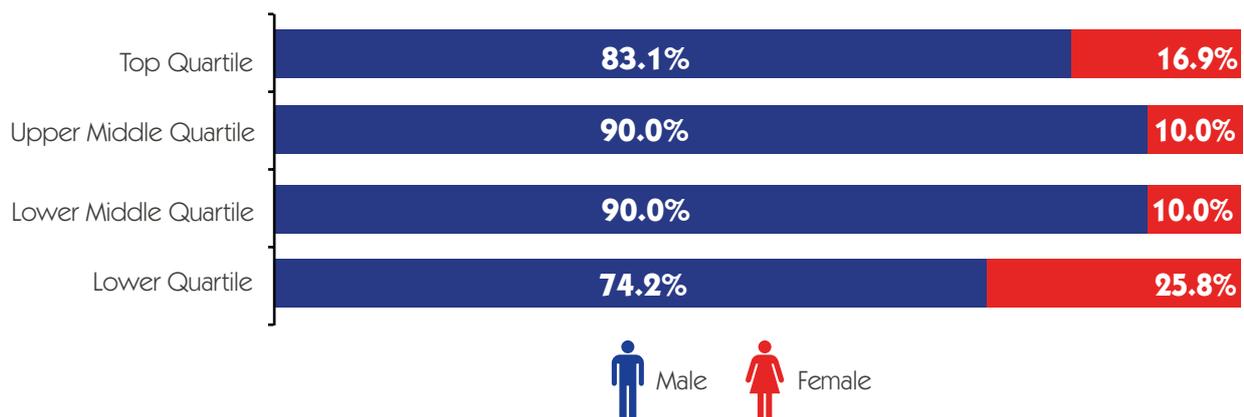
At Fowler Welch we are proud of our median Gender Pay Gap of 4.6%, which is considerably lower than the national average and demonstrates our fair and consistent approach to pay across genders. All of our weekly paid colleagues are paid the same, irrespective of whether they are male or female. Similarly, our Gender Bonus Gap reflects a standard application of rules for our Driving Collision Reduction Schemes, as well as a larger number of females in managerial roles receiving a performance bonus.

Proportion of Male and Female Employees Receiving Bonus Pay



We have recently announced that from April 2018, we will share 5% of our Company profits under a Discretionary Colleague Profit Sharing arrangement which will reward all colleagues, who do not already participate in a performance related bonus scheme, equally, irrespective of gender.

Pay Quartile Information by Gender



The pay quartile data is reflective of the male/female split across our whole workforce and does not present any concerns about equal pay. Our rigorously applied grading structure means we are confident that any differences in pay between men and women are based purely on ability and assessed competence, rather than gender.

I confirm the data reported is accurate and in line with reporting requirements.
Lynda Hulme, HR Director