

Gender Pay Report 2017



Gender Pay Report

In 2018, for the first time UK companies with over 250 employees have to report on their gender pay gap. At Hadley Group we believe that for companies to be transparent about pay will help to bridge any gap that exists in the UK today and welcome the UK Government's initiative.

We are committed to treating our people equally and ensuring that everyone, no matter what their background, race, ethnicity or gender, has an opportunity to develop and progress throughout our Company. In line with our Company Values we strive to create a diverse and inclusive working environment where everyone feels treated fairly.

We know that there is a lack of female representation in the engineering and manufacturing sectors and are looking at how we can encourage more females to be involved in developing our products and services and to ensure that every employee is given the opportunity to achieve their potential.

As of the snapshot date (5 April 2017) this report shows our overall mean and median gender pay gap and bonus pay gap based on hourly rates of pay. The percentage shown is the difference in overall mean and median pay and bonus between men and women.

This new gender pay report will help us to ensure that we are focusing our energies in the right places. We are not complacent and know there is more work to do and as an organisation, we are always looking to improve and want our gender pay gap to be lower than it is.

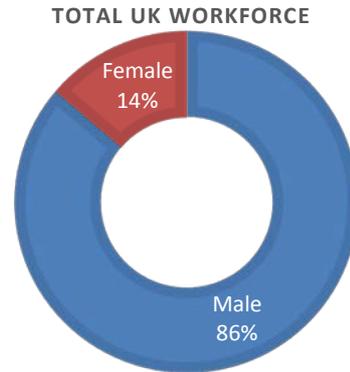


Stewart Towe | Group Chairman and Managing Director

Gender Pay Report

TOTAL UK WORKFORCE

Female	14%
Male	86%

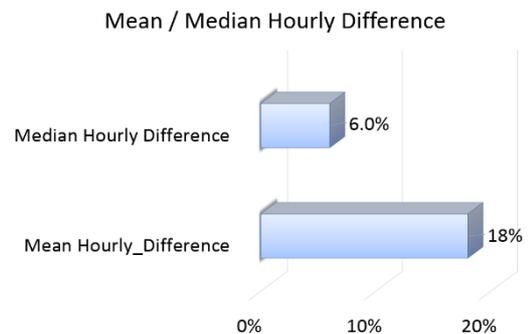


GENDER PAY GAP RESULTS:

Hadley Hourly Pay Gap

Median (Mid Range) 6.0% (Female median lower)

Mean (Average) 18% (Female mean lower)



The UK average national pay gender gap in 2016 stands at 18.1% for all employees whether part time or full time.

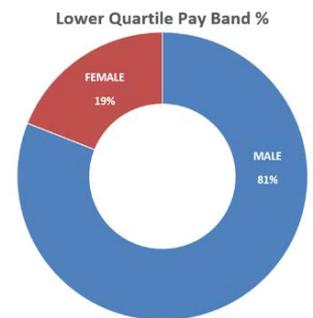
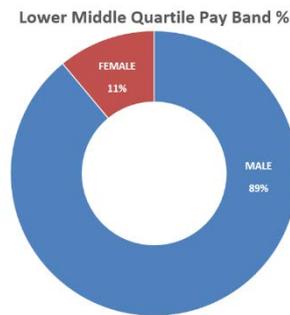
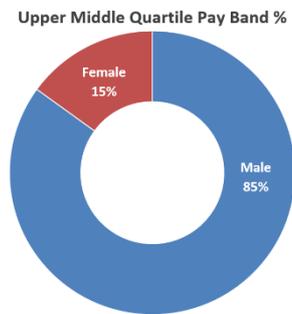
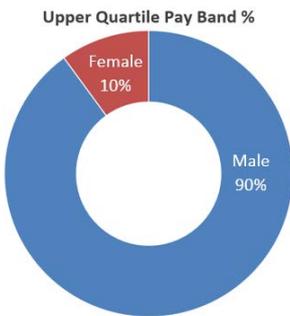
Source: Office of National Statistics 2016



Gender Pay Report

PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND:

Quartile	Female	Male
Upper Quartile	10%	90%
Upper Middle	15%	85%
Lower Middle	11%	89%
Lower	19%	81%



Gender Pay Report

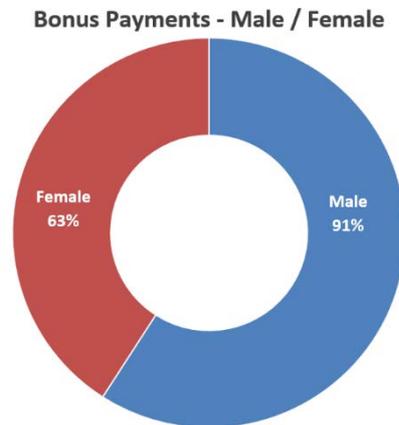
PERCENTAGE OF THE UK WORKFORCE THAT RECEIVED A BONUS PAYMENT:

Hadley Industries Holdings Limited has bonus programmes that all employees, male and female, are equally eligible to participate in and these have higher pay-out opportunity levels with seniority and length of service in the Company.

Bonus payments are paid to employees based on performance and service. Due to the gender split of our employees with proportionately more men than women, resulted in a median and mean bonus payment which was higher for men.

Male: 91%

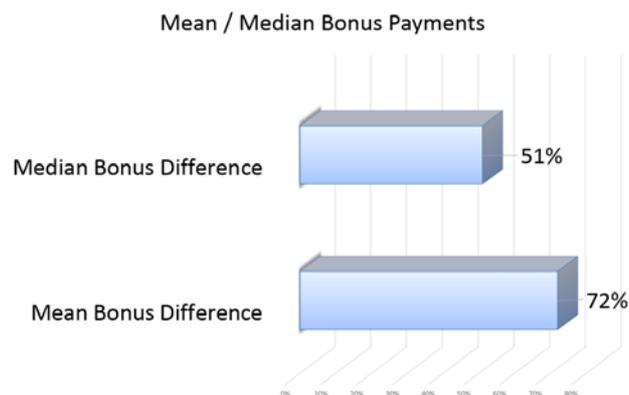
Female: 63%



GENDER BONUS PAY GAP RESULTS:

Median: 51%

Mean: 72%



During the reporting year a number of new female employees were recruited who did not receive a bonus payment due to length of service and will be eligible to do so in 2018.

DECLARATION:

I confirm that Hadley Industries Holdings Limited gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Stewart Towe', followed by a comma.

Stewart Towe | Group Chairman and Managing Director