

## NWES GROUP

### GENDER PAY GAP REPORT 2018

As an employer of more than 250 people, NWES Group is required by law to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government.

These statistics are presented as at 5 April 2017.

The gender pay gap measures the difference between men's and women's average earnings based on an hourly rate and is expressed as a percentage of men's pay. According to the Office of National Statistics, the overall national average gender pay gap for the UK at April 2016 was 18.1%.

#### Our Pay Gap Results

**Mean gap** = 101.2%

**Median gap** = Nil

(over 100% - Female pay exceeds male pay)

#### Bonus Pay

**Mean gap** = 106.5%

**Median gap** = 100.04%

#### **Pay Quartiles**

	<b>Male</b>	<b>Female</b>
<b>Upper</b>	17%	83%
<b>Upper Middle</b>	62%	38%
<b>Lower Middle</b>	75%	25%
<b>Lower</b>	78%	22%

The pay quartile analysis above highlights that our gender pay gap is greatest at the upper pay quartile, in which there is a significant imbalance with regards to the proportion of men and women in this section of our workforce. Further analysis of this section has shown that this can largely be attributed to our mainly female management team.

Our Equal Opportunities Policy was developed from our desire to demonstrate our clear and unwavering commitment to treating all of our employees with parity where gender and all protected characteristics are concerned. This is reflected in the way we remunerate our staff.

V Swift  
Director

April 2018