

Highdorn Co Limited ("Highdorn" or "the Company")

Gender pay gap report 2019

As an employer with over 250 employees, Highdorn is required by law to publish an annual gender pay gap report on its website and on the government's online reporting service.

This report is for the snapshot date of 5 April 2019.

Mean gender pay gap*	32.1%
Median gender pay gap*	0.7%
Mean bonus gender pay gap*	73.5%
Median bonus gender pay gap*	20.2%
Proportion of MEN receiving bonus	56.1%
Proportion of WOMEN receiving bonus	39.9%

* A positive number denotes a pay gap in favour of men, a negative number would denote a pay gap in favour of women

The proportion of male and female employees in each pay quartile are:



The Company is confident that across our business men and women are paid equally for the same role. Our gender pay gap arises from a greater proportion of men in higher paid senior roles being only partially offset by the higher proportion of men in lower paid roles. The directors of Highdorn thank all employees for the contributions that they make.

The Company confirms that its gender pay gap calculations are accurate and have been calculated in accordance with the required regulations.

Mark Jenner
Company Secretary