





## CHURCH & CO. LTD GENDER PAY GAP REPORT 5<sup>TH</sup> APRIL 2018

Gender Pay Gap Legislation was introduced in April 2017 requiring all private sector employers of 250 or more employees to publish their gender pay gap data based on the snapshot date of 5<sup>th</sup> April each year. The Gender Pay Gap is the difference between the average earnings of male and female, expressed relative to male's earnings. The data below has been compiled in line with the legislative requirements.

The table below shows the overall mean and median based on hourly rates as at 5<sup>th</sup> April 2018.

### Hourly rate difference between male and female employees 5<sup>th</sup> april 2018

<i>Hourly Rate</i>	<i>Mean</i>	<i>Median</i>
<b>Females Hourly Rate</b>	<b>35% Lower</b>	<b>15% Lower</b>

The table below shows the distribution of rates across four quartiles, giving the proportion of females and males in each.

### Pay Quartiles 5<sup>th</sup> april 2018

<i>Quartile</i>	<i>Female</i>	<i>Male</i>
<b>Lower</b>	<b>56%</b>	<b>44%</b>
<b>Lower Middle</b>	<b>62%</b>	<b>38%</b>
<b>Upper Middle</b>	<b>37%</b>	<b>63%</b>
<b>Upper</b>	<b>20%</b>	<b>80%</b>

The table below shows the overall mean and median based on bonuses paid within the year up to 5<sup>th</sup> April 2018.

### Bonus difference between male and female employees

<i>Bonus Payment</i>	<i>Mean</i>	<i>Median</i>
<b>Females Bonus Pay</b>	<b>77% Lower</b>	<b>54% Lower</b>

The table below shows the total number of bonuses paid by gender within the year up to 5<sup>th</sup> April 2018.

### Number of male and female employees who received a bonus payment

	<i>Female</i>	<i>Male</i>
<b>Bonus Payment</b>	<b>13%</b>	<b>21%</b>

*I confirm that data within this statement is in line with the legislative requirements and is accurate.*

Anthony Romano  
Chief Executive Officer  
14<sup>th</sup> February 2019

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## CHURCH & CO. LTD GENDER PAY GAP REPORT 5<sup>TH</sup> APRIL 2017

Gender Pay Gap Legislation was introduced in April 2017 requiring all private sector employers of 250 or more employees to publish their gender pay gap data based on the snapshot date of 5<sup>th</sup> April 2017. The Gender Pay Gap is the difference between the average earnings of male and female, expressed relative to male's earnings. The data below has been compiled in line with the legislative requirements.

The table below shows the overall mean and median based on hourly rates as at 05<sup>th</sup> April 2017.

### Hourly rate difference between male and female employees 5<sup>th</sup> april 2017

<i>Hourly Rate</i>	<i>Mean</i>	<i>Median</i>
<b>Females Hourly Rate</b>	<b>17% Lower</b>	<b>18% Lower</b>

The table below shows the distribution of rates across four quartiles, giving the proportion of females and males in each.

### Pay Quartiles 5<sup>th</sup> april 2017

<i>Quartile</i>	<i>Female</i>	<i>Male</i>
<b>Lower</b>	<b>60%</b>	<b>40%</b>
<b>Lower Middle</b>	<b>61%</b>	<b>39%</b>
<b>Upper Middle</b>	<b>61%</b>	<b>39%</b>
<b>Upper</b>	<b>24%</b>	<b>76%</b>

The table below shows the overall mean and median based on bonuses paid within the year up to 5<sup>th</sup> April 2017.

### Bonus difference between male and female employees

<i>Bonus Payment</i>	<i>Mean</i>	<i>Median</i>
<b>Females Bonus Pay</b>	<b>84% Lower</b>	<b>54% Lower</b>

The table below shows the total number of bonuses paid by gender within the year up to 5<sup>th</sup> April 2017.

### Number of male and female employees who received a bonus payment

	<i>Female</i>	<i>Male</i>
<b>Bonus Payment</b>	<b>15%</b>	<b>22%</b>

*I confirm that data within this statement is in line with the legislative requirements and is accurate.*

Anthony Romano  
Chief Executive Officer  
March 2018