



Collinson Gender Pay Gap Report 2017

Collinson is a company committed to compliance with the word and spirit of the relevant employment legislation. The requirement of gender pay gap reporting comes at a time when we have significantly increased our focus on the topic of diversity and inclusion. We see the reporting as a positive opportunity to ensure we are making a difference where it is most required.

Our obligations to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, have enhanced our internal analysis of average pay in the business and is helping us to shape plans for further enhancements.

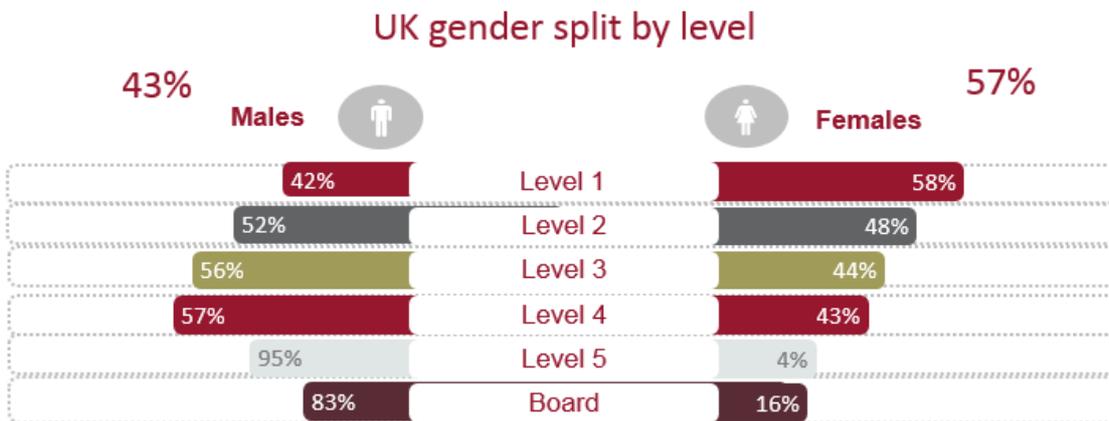
Equal pay looks at the pay differences between men and woman who carry out the same jobs, similar jobs or work of equal value. We strive to achieve equal pay for equal work regardless of gender.

The gender pay gap report shows the differences in the average pay between men and women, regardless of the role they are undertaking, for all full and part-time UK based employees, excluding contractors. This snapshot in time was taken on the 5 April 2017. On this day, Collinson employed 43% male employees and 57% female.

We can confirm from the 2017 figures that women’s pay based on the mean is 26.2% lower than men’s pay for all UK based employees of Collinson.

Why do we have a gender pay gap at Collinson?

The key elements that impact the gender pay gap disparity in Collinson include men having more representation in senior leadership roles, whilst women are more often employed in entry-level and mid-level roles (as seen in the table below). This is a balance we are working to address.





The data collected in 2017 shows that Collinson does generally have equal pay across job functions irrespective of gender. Nonetheless, we will be taking actions to help make a positive difference. We are approaching this in a number of ways:

- Reviewing our company levelling structure introduced less than two years ago to identify opportunities for further improvements such as - the male versus female representation accompanied by a plan to address where appropriate.
- Conduct a deep dive review of our salary structure to better understand wage variances by similar role types across the whole business.
- Enhancing our recruitment practices to focus on diversity across all levels.
- Increasing our focus on growing senior leadership amongst our female colleagues.
- Running workshops to understand how an increase in the representation of women in senior leadership roles can be supported through stronger talent management practices.

Key data:

Mean and median gender pay gap

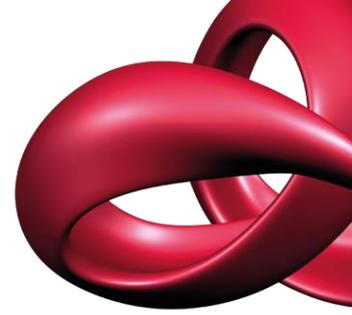
The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive.

<i>Lower (mean)</i>	<i>Lower (median)</i>
26.2%	33.8%

Mean gender pay gap by pay quartiles

This is the percentage of male and female employees in four quartile pay gaps bands (dividing our workforce into four equal parts).

	<i>Top quartile</i>	<i>Upper middle quartile</i>	<i>Lower middle quartile</i>	<i>Lower quartile</i>
<i>Men</i>	67%	60%	40%	37%
<i>Women</i>	33%	40%	60%	63%



Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

Lower (mean)

Lower (median)

51.7%

25.1%

Bonus pay

This is the percentage of men and women who received bonus pay in the 12 months leading up the snapshot date of 5 April 2017.

44% of men

33.2% of women

Declaration

We can confirm the information published above is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We have published the results on our own website and GOV.UK



Mark Hampton
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