

GENDER PAY GAP REPORT 2018

Introduction

Mandatory gender pay gap reporting for large employers came into force on 6 April 2017 under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires employers to carry out six calculations to show the difference between the average earnings of men and women across their organisation.

Calculations

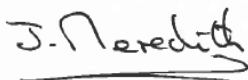
The gender pay gap is always expressed as a percentage comparing the average pay of male employees to female employees. The results for the calculations for Augean plc are set out in the table below:

Mean Gender Pay Gap	The difference between the mean* hourly rate of pay of male and female employees <i>*Average pay for all male and female employees</i>	12.78%		
Median Gender Pay Gap	The difference between the median* hourly rate of pay of men and women <i>*The middle value of pay for all male and female employees</i>	-3.12%		
Mean Bonus Pay Gap	The difference between the mean* bonus paid to men and women <i>*Average bonus for all male employees compared to female employees</i>	48.24%		
Median Bonus Pay Gap	The difference between the median* bonus pay paid to men and women <i>*The middle values of bonuses paid to male employees compared to female employees</i>	-26.10%		
Bonus Proportions	The proportions of men and women who were paid a bonus	Men 31.95% Women 48.89%		
Quartile Pay Bands	The proportions of men and women in the lower; lower middle; upper middle and upper quartile		Men	Women
		Q1 (Lower)	82%	18%
		Q2	87%	13%
		Q3	84%	16%
		Q4 (Upper)	81%	19%

We are pleased with an improved median gender pay gap of -3.12%, which is still well below the national average. A mean gender pay gap of 12.78% (a 1.5% improvement on last year), has now been brought in line with the national average, a significant improvement in what is predominantly a male employment sector. The national average is based on the average at the time that this data was compiled in quarter 1 2019.

Declaration

I declare the information and data reported is accurate as of the snapshot date 5 April 2018.



Jim Meredith
Executive Chairman