

GENDER PAY GAP REPORT 2020

HOWDEN GROUP HOLDINGS GENDER PAY GAP REPORT 2020

This report details Gender Pay Gap data taken as at 5 April 2020 from across our UK businesses.

The data reported here, shows a slight improvement in our gender pay gap as at April 2020 compared to April 2019. However, there continues to be a significant difference in both the mean and median pay of men and women across all our UK business units. This is predominantly driven by under-representation of women in senior roles, which in turn results in a lower proportion of women in our upper pay quartiles. Although we are pleased that some progress has been made in our gender pay gap we remain disappointed with the current position and we are focussed on improving it over the long-term.

We continue to deliver improvements that we believe will improve our gender pay gap over the long-term. In recent times we have invested in our recruitment infrastructure, enhanced our parental leave policies and listened to our employees with our first engagement survey. We remain committed to building a sustainable and successful business driven by a diverse workforce, supported by an inclusive culture.

I can confirm that the information contained in this report is accurate.



David Howden
CEO, Howden Group Holdings

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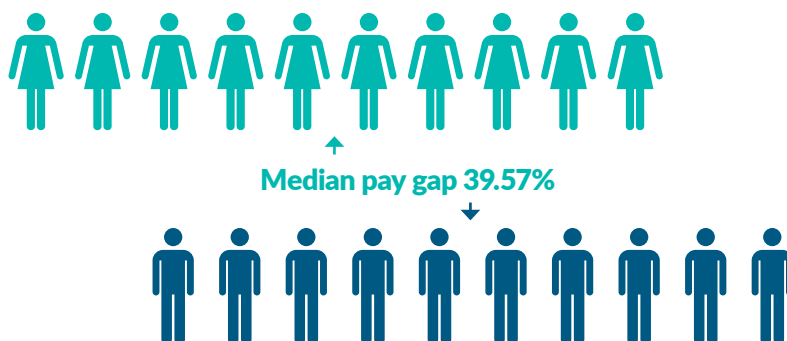
The tables below show our overall median and mean gender pay gap based on hourly rates of pay at the snapshot date (5 April 2020), as well as the bonus pay gap for the prior 12 months to the snapshot date.

Gender pay gap

% difference between men and women

	Median	Mean
2020	39.57%	42.52%
2019	40.61%	43.93%

This data shows that both our median and our mean gender pay gaps have decreased since the last report.



Lower pay quartile → Upper pay quartile

Bonus pay gap

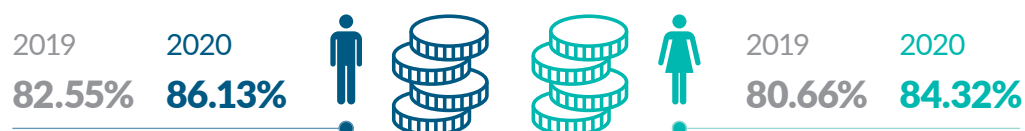
% difference between men and women

	Median	Mean
2020	62.50%	71.58%
2019	58.33%	73.57%

This data shows that the median bonus gap has increased since last year, whilst the mean bonus gap has decreased slightly.

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Proportion of employees receiving a bonus



The proportion of men and women who received a bonus has increased comparably since the last report.

Gender split of pay quartiles

● Men ● Women

April 2020 Results

Upper quartile



Compared to April 2019 Results

Proportion of women in this quartile **increased** by 0.96%

Upper middle quartile



Proportion of women in this quartile **increased** by 0.92%

Lower middle quartile



Proportion of women in this quartile **decreased** by 0.62%

Lower quartile



Proportion of women in this quartile **decreased** by 0.84%

This diagram shows Howden Group has an unbalanced proportion of men occupying higher paid roles, and of women occupying lower paid roles.

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