




Fowler Welch

Listening... Responding... Delivering

Gender Pay Gap 2018

All employers in the UK with over 250 employees must provide data on an annual basis, which details the differences in pay between men and women. This report details information based on the snapshot date of 5th April 2018. On this date 85.8% of Fowler Welch colleagues were male and 14.2% female.

At Fowler Welch we believe in a culture that promotes diversity and equal opportunity for all colleagues. We recognise the benefits of a diverse workforce to ensure we attract and retain the best people for our business.


 Fowler Welch <small>Listening... Responding... Delivering</small>	Mean (Average)	Median (Centre point)
Gender Pay Gap	1.8%	6.9%

Our mean Gender Pay Gap of 1.8% and median Gender Pay Gap of 6.9% are considerably lower than national averages and we are confident that these gaps do not indicate an equal pay issue.

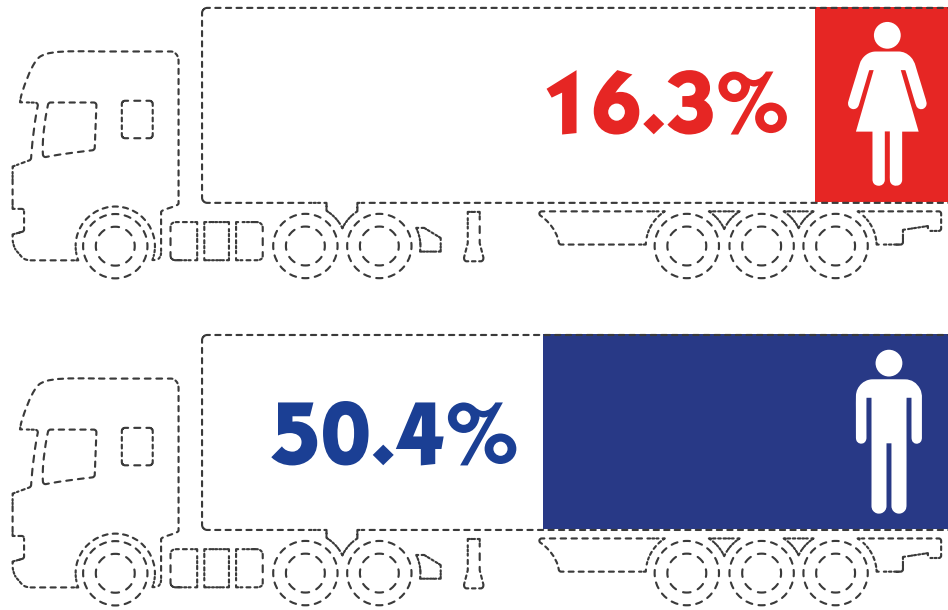
Male and female weekly paid colleagues are paid the same rates for roles in the same locality, although naturally there are regional variations in rates, in respect of the local market.

For our monthly paid colleagues our rigorously applied grading structure means we are confident that any differences in pay between men and women are based purely on ability and assessed competence, rather than gender.

Fowler Welch is committed to ensuring that pay is related to personal progression and continues to roll out the Company Job Ladder scheme across monthly paid roles to provide clarity and transparency in all pay-related decisions.

 Fowler Welch <small>Listening... Responding... Delivering</small>	Mean (Average)	Median (Centre point)
Gender Bonus Gap	-100.5%	-8.6%

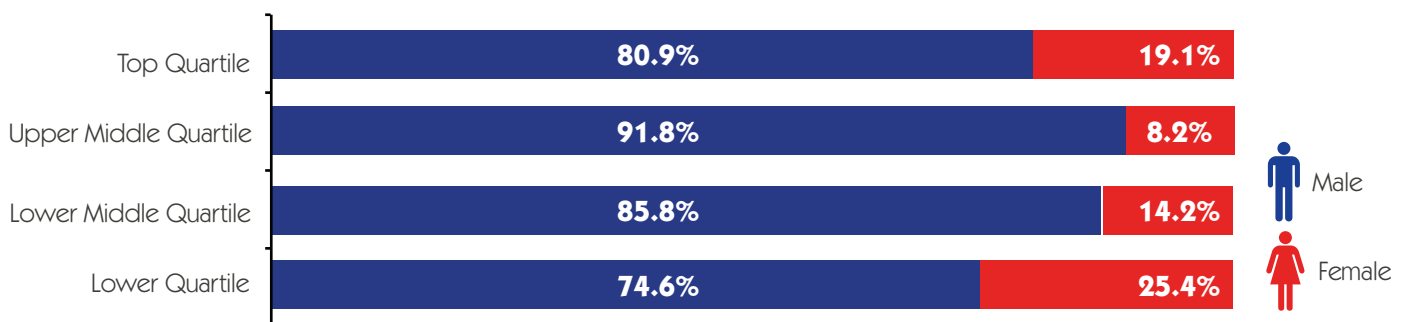
Proportion of Male and Female Employees Receiving Bonus Pay



Our Gender Bonus Gap reflects the fact that the majority of colleagues in driving roles who receive a bonus under our quarterly-paid Driving Collision Reduction Scheme are male, whilst the majority of females who receive a bonus are in managerial roles and receive higher performance-based payments (on an annual basis).

As confirmed previously, colleagues who do not currently participate in a discretionary performance related bonus scheme will share 5% of our Company profits under a discretionary Colleague Profit Sharing Scheme for the financial year ending March 2019. This will increase the number of colleagues who will receive bonus pay from 2019.

Pay Quartile Information by Gender



The pay quartile data is reflective of the gender profile across our workforce and does not present any concerns about equal pay. It illustrates that the highest proportion of females is in the lower quartile (largely administrative roles) and the second highest proportion of females is in the top pay quartile (largely managerial roles). Whilst females typically occupy roles within central services, Fowler Welch provides equal opportunities within operational teams and demonstrates a fair and consistent approach to pay across genders.

I confirm the data reported is accurate and in line with reporting requirements.
Lynda Hulme, HR Director