

OUR 2017 GENDER PAY GAP REPORT

SUMMARY

Pollard Boxes recognises that to pursue our mission of gender equality we must reflect the diversity of talent available in the UK and strive to build a balanced and diverse workforce.

We support equality through fair play and are confident that women and men are paid equally for doing the same job. However, because we have a greater proportion of men than women in more skilled, senior and professional roles this creates a gender pay gap as illustrated below.

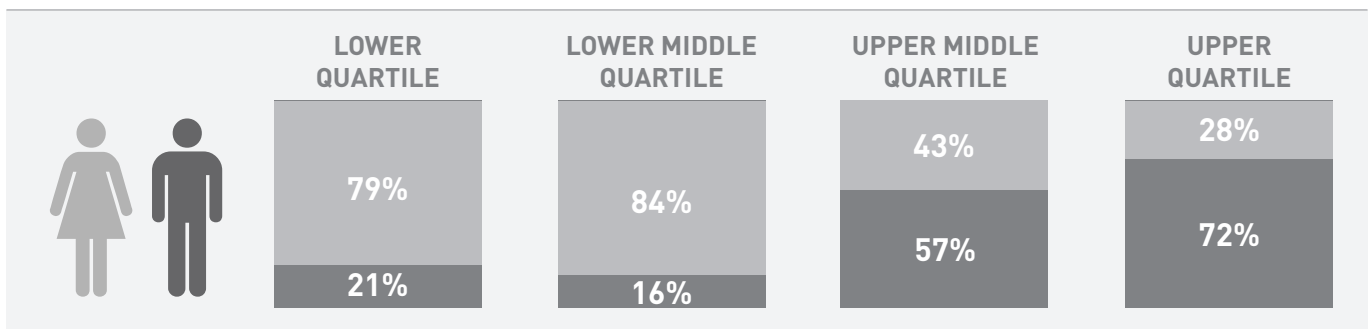
We are working hard to address this imbalance through company initiatives and diverse and inclusive recruitment, however, this will take time, particularly at the more senior and professional levels of the organisation.

GENDER PAY REPORTING

We have prepared our first Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which shows:

- A mean gender pay gap of 27% (compared to UK average of 18.1%)
- A median gender pay gap of 28%
- A mean bonus gender pay gap of 44%
- A median bonus gender pay gap of 35%
- A bonus payment was received by 85% of females and 89% of males

Below are the quartile figures showing the proportion of each gender in each quartile pay band.



DECLARATION

I hereby confirm that the information provided in this report to be accurate.

Mark Pollard, Managing Director
31 March 2018