

Utility Warehouse

Gender Pay Report 2017





Message from Andrew

We'll shortly be publishing our gender pay gap report on our website, and I wanted you all to see and understand the results before we do this.

Gender pay is different from Equal pay; Equal pay is the difference in pay between males and females who carry out the same or similar jobs. Gender pay is the difference between the average earnings of males and females, expressed relative to male earnings.

While we're confident that males and females are paid equally for doing equivalent jobs across the company, the results of the gender pay report does show that we have a gap, and the main reason for this is that we currently have fewer females in senior roles.

We pride ourselves on being an inclusive and diverse company that really believes in hiring the right person for the job, no matter what. We're supportive of the decision to make these results available to all, and we're committed to addressing this gap and ensuring an equal, balanced workplace.

We've recently appointed Debbie Scola as our new People & Culture Director, who will be working hard to make improvements, and she'll be running focus sessions to get your views around how we can create a culture of inclusion at all levels.

Thanks

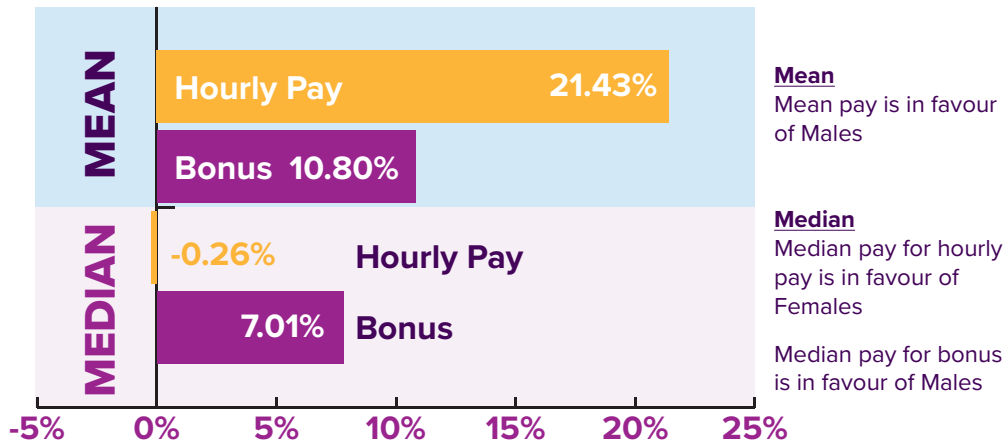
A handwritten signature in black ink, appearing to read 'Andrew', written on a white background.

Andrew

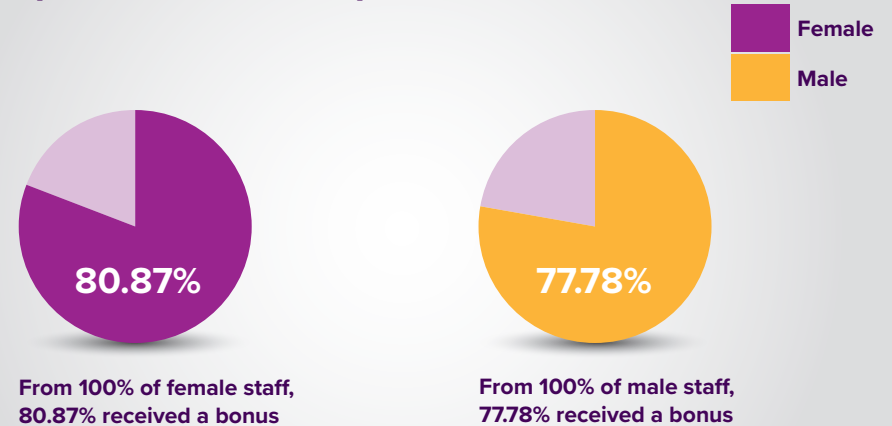
Our results - snapshot on 5 April 2017

Our results are pre our re-organisation, so reflect Telecom Plus PLC

Pay and bonus gap - UW



Proportion of employees receiving a bonus from 6th April 2016 to 5th April 2017



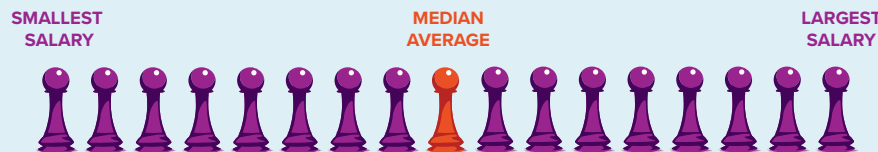
Bonus includes additional salary bonus, performance bonus, recruitment bonus and Christmas bonus

Mean Average



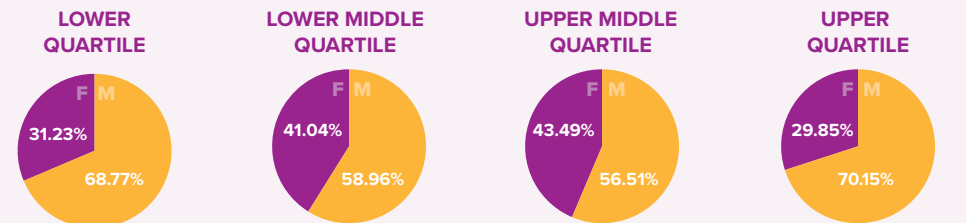
Median average

This is the figure that falls in the middle of a range when lining up all employee's hourly pay from smallest to largest. The median gap is the % difference between the employee in the middle of the range of male hourly pay and the middle employee in the range of female hourly pay



Pay Quartiles

Gender distribution across employees into quartiles



These are calculated on ranking of all full-pay employees from highest to lowest by hourly pay and then splitting these into four evenly sized pots

View our external report [here](#) from 5 April 2018

