



THE POWER OF BEING UNDERSTOOD

GENDER PAY GAP REPORT 2017

Greenhous Limited and Greenhous Group

27 March 2018



GENDER PAY GAP REPORT FOR GREENHOUS GROUP AND GREENHOUS LIMITED

All data included within this report is based on a snapshot date of 5th April 2017.

This report has been produced by RSM HR for Greenhous. The calculations attached are intended to assist Greenhous in complying with the Gender Pay Gap Regulations 2017.

The mean gender pay gap

Mean gender pay gap %	13.1
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The median gender pay gap

Median gender pay gap %	9.8
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The mean bonus gender pay gap

Mean bonus gender pay gap %	54.6
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The median bonus gender pay gap

Median bonus gender pay gap %	-88.4
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The proportion of males and females receiving a bonus payment

Males receiving a bonus payment %	68
Females receiving a bonus payment %	47

The proportion of males and females in each quartile band

Males and females in the quartile pay bands; upper (U), upper middle (UM), lower middle (LM), lower (L)	Bands	Total no. employees in band	Females (%)	Males (%)
	U	257	14	86
	UM	258	12.4	87.6
	LM	257	24.9	75.1
	L	259	16.9	83.1

<p>This published information is accurate and approved by:</p> <p>.....</p>
<p>Full Name of Signatory:</p>
<p>Job Title of Signatory:</p>

RSM provide the calculations based on the data and information provided as per the assumptions agreement (Appendix 1) and it accepts no liability for the results, actions or inactions of the client.



FOR FURTHER INFORMATION CONTACT

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