



# GROUP

BELIEVE IN US



## Gender Pay Gap Report

April 2018

# UK gender pay gap report

2019



## Gender pay gap explained

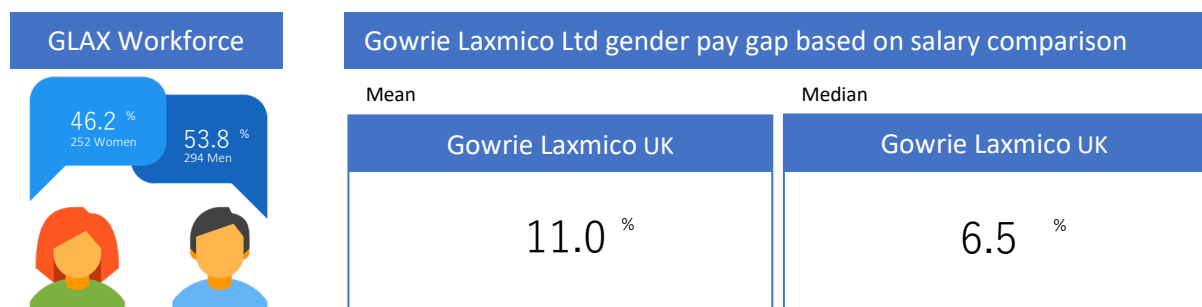
A gender pay gap is not the same as equal pay. It is the description given to the difference in average pay between all men and all women across an organisation regardless of role or grade level.

A company reporting a positive pay gap means its male employees, on average, are paid more than its female ones. A company reporting a negative pay gap means its female employees are paid more than its male ones on average.

Equal pay is a direct comparison between individuals. It considers whether an individual is paid equivalently to other employees doing the same or equivalent work regardless of gender. Unequal pay is unlawful.

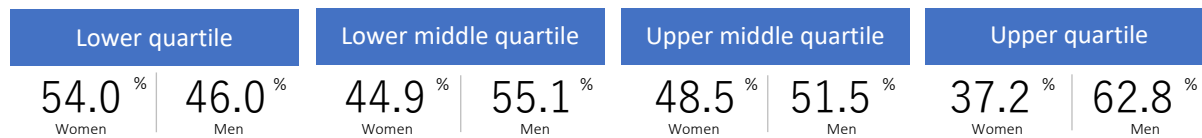
## Our 2018 UK pay gap data

The new UK legislation asks for calculations based on data collected on 5 April 2019. For a comprehensive picture of the gender pay analysis, the data below reflects all "Gowrie Laxmico Limited" permanent full and part time UK-based employees across all our employees.



## Pay quartiles

Pay quartiles show the distribution of earnings when looking at pay. The workforce is divided into four equal groups ranging from the lowest to highest paid individuals. It shows the proportion of male and female employees in each quartile.



## Bonus gap



All calculations follow the specified methodology set out in the UK Government legislation. The mean and median salary analysis is reported before salary sacrifice payments were removed.