

Gender Pay Report

2021



Committed to equal opportunities and treatment.



Ian

Ian Northen
Director

The industry that Huws Gray operates in is predominantly male orientated. It is evident from the figures provided that females do play a key and influential part within our company- with an overall average of 15% of staff being female in each of the quartiles. 17% of staff within the first and third quartile are female, with the second and fourth quartile having 13% of the staff being female. The figures would show an even fit throughout all four quartiles.

We respect and value all of our staff irrelevant of job role and salary and believe that every role within the company plays an instrumental part in the success of Huws Gray. This is another indicator of the company's commitment to drive its business forward.

Equal opportunities are one of the focuses at the fore front of our business strategy.

Huws Gray believe that everyone should be rewarded fairly for their work and can reach their full potential. Huws Gray are confident that their male and female workers are paid equally for doing equivalent jobs across our business and that any gaps between male and female pay and bonus are driven by the structure of our workforce and not as a result of their gender.

Huws Gray's company ethos is "we employ people to succeed" and we continuously strive to encourage our staff, both male and female, to develop to the best of their abilities and to assist them in achieving the career that they strive for within their working life.

We confirm that the information provided is accurate and in line with mandatory requirements.

Our 2021 results

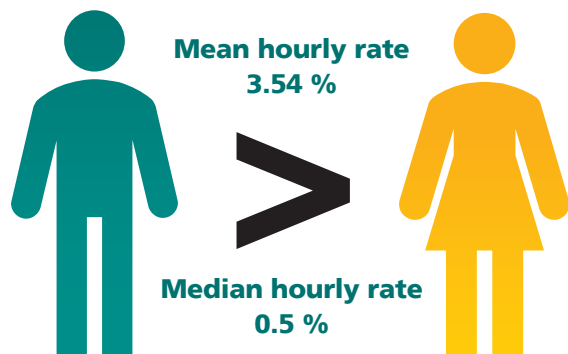
The Huws Gray Group believe in paying staff fairly and equally for doing equivalent jobs across our business. Staff's pay is determined by the job role and not by their gender within the Huws Gray Group, of which Huws Gray Ridgeons forms a part of.

As at the snapshot date of April 5th 2021 Huws Gray Ridgeons employed a total of 608 relevant staff, of which 517 were male and 91 women.

For the purpose of reporting, the total number of full pay relevant staff on the snapshot date was 603, of which 514 are male and 89 are female.

Mean and Median Pay Gap

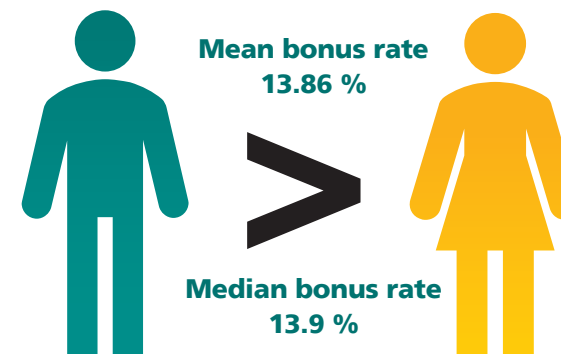
The women's mean hourly rate at Huws Gray is lower than that paid to men by 3.54%.
The median hourly rate gap is lower than that paid to men by 0.5 %.



Staff are paid dependant on job role. The majority of our females are either employed in Head Office based job roles or lower end intermediate job roles which is reflected clearly in the quartile projection.

Mean and Median Bonus Gender Pay Gap

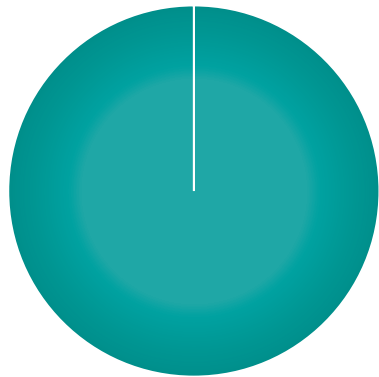
The women's mean bonus rate at Huws Gray is lower than that paid to men by 13.86% with there being a 13.9 % median bonus gender pay gap present.



A mean average involves adding up all of the numbers (hourly rates) and dividing the number by how many numbers there were in the list (staff)

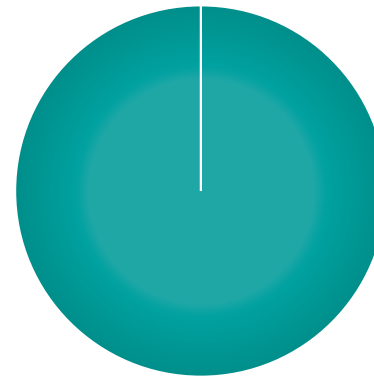
A median average involves listing all of the numbers in numerical order and finding the middle number.

Proportion of males and females receiving a bonus payment



Males receiving a bonus

■ Bonus 100%
■ No Bonus 0%



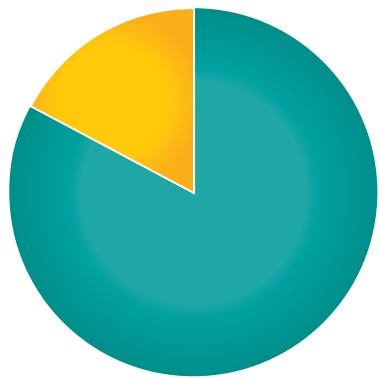
Females receiving a bonus

■ Bonus 100%
■ No Bonus 0%

As a business Huws Gray are committed in ensuring all staff perform to the best of their abilities and assist the business in reaching agreed and set targets through coaching, training, supporting, and motivating the staff and are subsequently recognised accordingly. We are delighted to say that the majority of paid relevant staff, both male and female, as of April 2021 received a full bonus. 99.4% of males employed by Huws Gray Ridgeons received a bonus in the reporting period, compared with 98.88% of females. Annual bonuses are paid to specific job roles within the company, with the amount and eligibility being dependant on across the board job roles as opposed to being calculated on an individual basis.

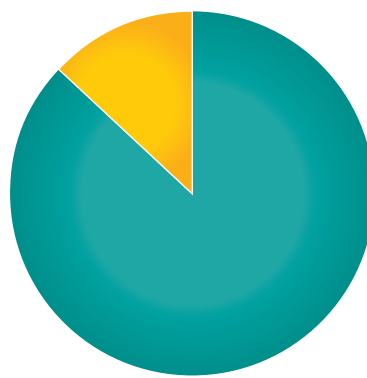
Proportion of males and females in each Quartile band

Quartile (lower) 1



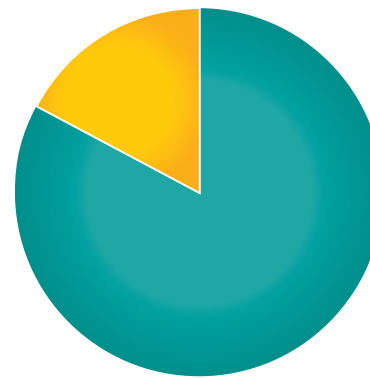
■ Male 83%
■ Females 17%

Quartile 2



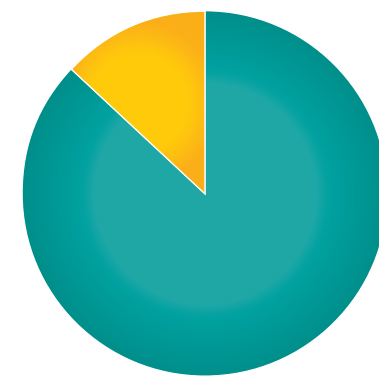
■ Male 87%
■ Females 13%

Quartile 3



■ Male 83%
■ Females 17%

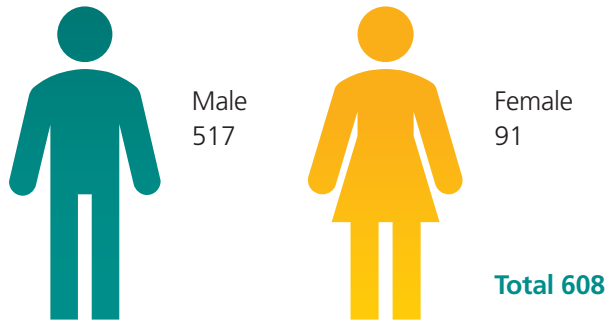
Quartile (higher) 4



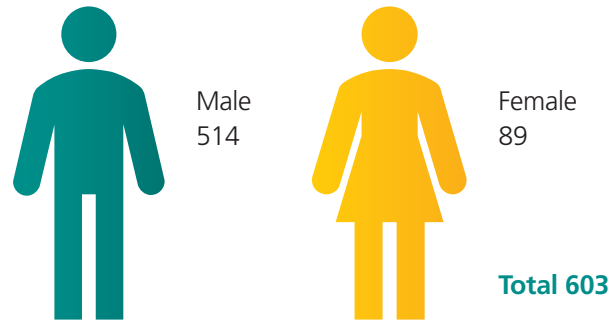
■ Male 87%
■ Females 13%

Gender pay gap 2021 summary report.

Number of relevant staff



Number of full pay relevant staff



Mean Gender Pay Gap	3.54%
Median Gender Pay Gap	0.5%
Mean Bonus Gender Pay Gap	13.86%
Median Bonus Gender pay Gap	13.9%

Proportion of males and females receiving a bonus payment



Proportion of males and females in each Quartile band

