

Gender Pay Gap Report 2018

Banner Group Ltd is committed to managing diversity and eliminating discrimination amongst our workforce. As our Company grows, our aim is to make the best use of the diverse backgrounds, skills, knowledge and experience of all those who work for us, recognising that such diversity is a rich source of competitive advantage. We are committed to treating all our colleagues equally and fairly.

In line with the Government's commitment to tackle gender inequality, Banner Group Ltd will publish data showing the pay gap between our male and female employees.

Pay and Bonus Gap

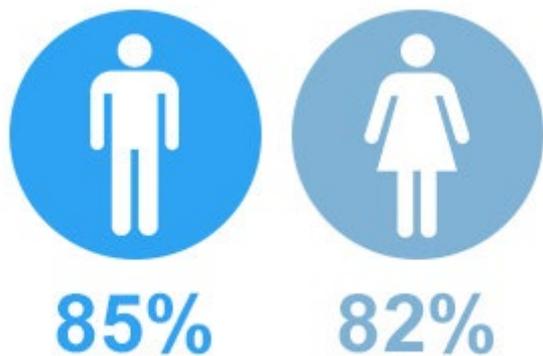
As of the snapshot date (5 April 2018) the table below shows our overall mean and median gender pay gap and bonus pay gap in Banner Group Ltd, based on hourly rates of pay. It should be noted that the reporting that is required measures the difference in average pay only and is not a measurement of whether people are paid the same for the same role.

The percentage shown is the difference in overall mean and median pay and bonus between men and women.

	Mean	Median
Pay Gap	11.12%	11.34%
Bonus Gap	14.71%	30.4%

Bonus Pay

The proportion of males and females receiving a bonus payment are:



Quartile Comparison

The proportion of men and women working in each payroll quartile is:

	Male	Female
Upper Quartile	50%	50%
Upper Middle Quartile	47%	53%
Lower Middle Quartile	40%	60%
Lower Quartile	38%	62%

Understanding Our Data

We have found no inconsistency between how we pay men and women in the same roles and the Quartile Comparison shows a near equal proportion of men and women in the Upper and Upper Middle Quartile for 2018. The gender pay gap is driven by how our teams are structured within Banner with a higher % of women fulfilling Customer Service roles. The results should also be considered in the context of the relatively low numbers of employees currently in Banner (c250 in April 2018) and the risk of skewing associated with that. However, we know there is always more we can do to close the gender gap and we are committed to doing so.

Proactive Next Steps

- We will continue to focus on ensuring women have the same opportunities for mid/senior roles as men as we have successfully done so far.
- We will continue to ensure our pay structure is completely gender neutral, offering fair and equitable pay to all.
- We will continue to invest in leadership training and developing future talent, ensuring all employees irrespective of gender can reach their full potential.
- We will continue to commit to building a diverse and inclusive work place.

Craig Varey

Managing Director, Banner Group Ltd