

## Banner Group Ltd Gender Pay Gap Report 2021

Banner Group Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. 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.

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.

### What is Gender pay?

This shows the difference in average pay between all men and women within the company, it is about gender diversity across all levels focusing on the diversity of the work force rather than equal pay. This is not a measurement of whether people are paid the same for the same role.

### Pay and Bonus Gap

As of the snapshot date (5 April 2021) 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.

The percentage shown is the difference in overall mean and median pay and bonus between men and women. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

	Mean	Median
Pay Gap	8.8%	8.4%
Bonus Gap	2.3%	-20%

### Bonus Pay

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



47%



53%

## Quartile Comparison

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

Band	Quartile	Males	Females
A	Lower	50%	50%
B	Lower Middle	38.98%	61.02%
C	Upper Middle	55.08%	44.92%
D	Upper	56.8%	43.2%

## Understanding Our Data

We have found there is very little difference in how we pay men and women. Furthermore, the quartile comparison shows a near equal proportion of men and women in each quartile for 2021.

Again, the bonus pay gap mean and median shows there is no gender pay gap, in fact the median indicating a higher percentage paid to women. The high percentage of females receiving bonuses in comparison to their male colleagues is due to the demographics of our business as we have a large customer service and internal sales work force of which a higher percentage of whom are female.

We are committed to equal pay and ensuring all our colleagues are treated fairly.

## Next Steps

Although our gender pay gap report demonstrates a positive view and is favorable in comparison to other companies within our sector, we are not complacent and recognise that there is always more that we can do.

This includes:

- Reviewing our recruitment processes to continue to ensure inclusivity for all candidates.
- Continuing to focus on ensuring women have the same opportunities for mid/senior roles as men.
- Refreshing our approach to flexible working to support colleagues who wish to exercise greater flexibility where we can. We believe this will improve retention and attract a wider and more diverse range of colleagues.
- Continuing to invest in our apprenticeship programme, training and developing future talent, ensuring all employees irrespective of gender can reach their full potential and building a pipeline of future leaders.
- Viewing diversity and equal opportunity as high priority and continuing to build on a culture where colleagues can realise their full potential.

Adrian Butler

Director Banner