



Gender Pay Gap Report – 2018

At Restore we are committed to becoming a great place to work that is inclusive, safe and people can reach their true potential while we deliver for our customers. We value the contribution that all our colleagues make to the success of our business and aim to have a company that recognises the diverse, multi-cultural society in which we live.

To achieve the potential of the business we know that our team are central to this goal. Therefore having an engaged, capable and diverse workforce that feels valued and is committed to the Company's goals is paramount. We understand that key to this is establishing a culture where our people feel proud to work for us and that they are all valued for their personal contribution regardless of role.

This is my first Gender Pay Gap reporting as CEO for the previous year in which the structure of the business changed substantially with the PHS acquisition. We are committed to paying people appropriately and fairly for the work they carry out and regularly review and benchmark our remuneration packages. We welcome the Gender Pay Gap reporting to allow us to question how well we are achieving our aim and look for meaningful actions to deliver an improved result going forward.

Charles Bligh
Chief Executive
Restore plc

What is a Gender Pay Gap?

A gender pay gap measures the difference between male and female average hourly earnings across a whole organisation, irrespective of their role or seniority. It is expressed as a percentage of male pay.

It does not look at 'like for like' role comparisons; so if an organisation has more men in senior roles and/or more women in junior roles, it will have a gender pay gap.

Why report on Gender Pay

Gender Pay Reporting legislation came into force in April 2017. It requires employers with 250 or more employees to report annually on six key measures.

The purpose of this legislation is to put a spotlight on gender pay. It aims to encourage larger employers to put solutions in place to reduce the gap, whilst acknowledging the strategic importance of gender balance and equality for ongoing organisational success.

Gender Pay Gap - the six UK government measures

1. Mean gender pay gap – difference between average hourly earnings of men and women.



2. Median gender pay gap – difference between the midpoints in the ranges of hourly earnings of men and women by lining up all salaries in the sample in order from lowest to highest and picking the middle point.
3. Quartile Pay Bands – the proportions of males and females in the lower, lower middle, upper middle, and upper pay ranges.
4. Mean bonus gap – as above, but looking at average bonuses paid rather than salary. (Bonuses are defined as payments that are not basic pay, but relate to performance, so will include commissions, performance bonus, productivity bonus etc.)
5. Median bonus gap – as above but for bonuses rather than salary.
6. Bonus proportions – percentage of men and women receiving a bonus.

Our 2018 Gender Pay Gap figures

This table shows our overall mean and median gender pay gaps based on hourly rates of pay (as at 5th April 2018) and sees women earn 8.1% (Mean) and 9.8% (Median) less than men.

Difference between earnings of men and women		
	Mean	Median
Pay Gap	8.1%	9.8%

Gender distribution by pay quartile

This illustrates the gender distribution at Restore across four equally sized quartiles of the workforce (as at 5th April 2018). Each quartile has 306 members of staff.

Quartile 1 - Highest Pay Band

Male 64.5%	Female 35.5%
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Quartile 2 - Pay Band

Male 75.8%	Female 24.2%
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Quartile 3 - Pay Band

Male 80.8%	Female 19.2%
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Quartile 4 - Lowest Pay Band

Male 68.6%	Female 31.4%
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Bonus Pay

The figures below show our mean and median bonus pay gap in the 12 months leading to 5 April 2018.

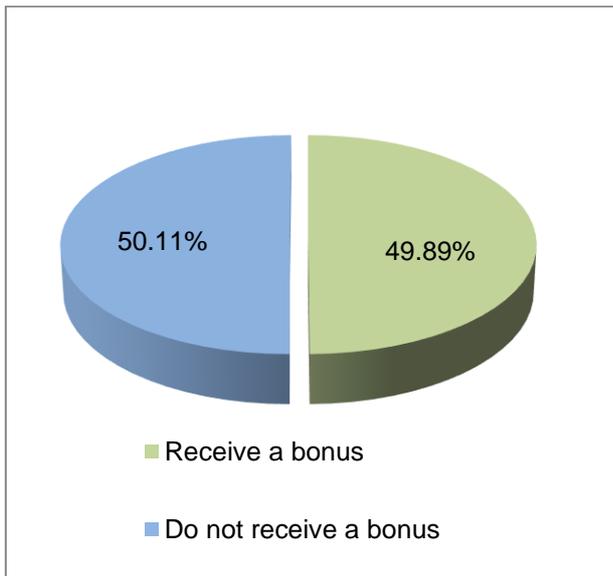
Mean Bonus Pay Gap **26.1%**

Median Bonus Pay Gap **53.5%**

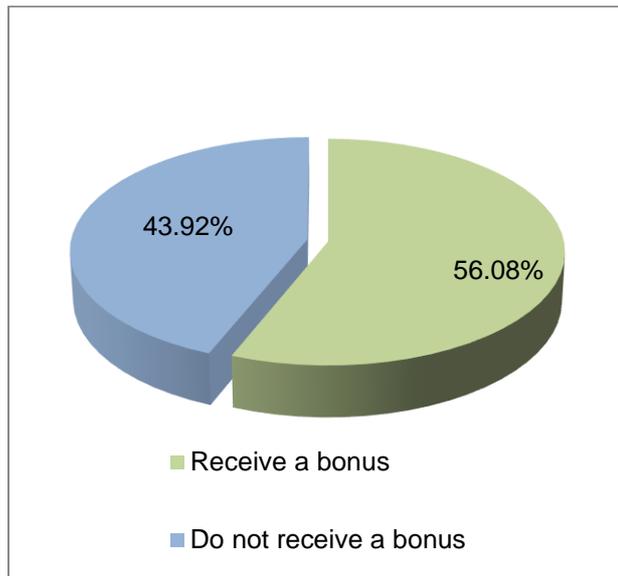
Employees receiving Bonus

This is the proportion of males and females receiving a bonus.

Males



Females



Declaration

We confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Charles Bligh
CEO