

Gender Gap Report as at April 2020

E[✱]CLUSIVE COLLECTION

Introduction

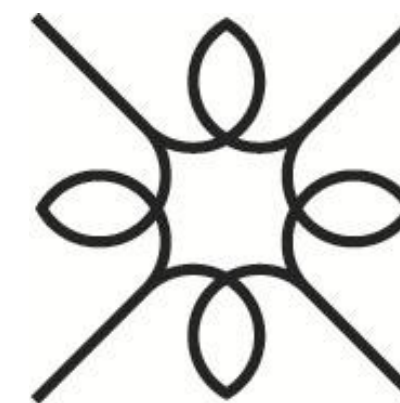
Calculated in accordance with the Equality Act 2010 (In line with the recent Government Regulations regarding mandatory Gender Pay Gap Reporting Regulations 2017) please see the attached report for Pennyhill Park Ltd as at 5th April 2020.

About Gender Pay Gap Reporting

All UK companies that employed at least 250 people on 5 April 2020 are required to report the following gender pay gap information.

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Mean and median hourly pay gap calculations compare hourly rates as at 5th April 2020



Gender pay gap

Women's (mean) hourly rate is **6.21% lower**

Women's (median) **-4.67%** (which means that we have more women earning a higher salary than men on this calculation)

Percentage receiving a bonus

14 % Men

38% Women

Women's bonus Pay (mean) is **73.6% Lower**

Women's bonus Pay (median) is **80% Lower**

Pay by Quartiles:

Upper Quartile :

55% Men

45% Women

Upper middle Quartile :

37% Men

63% Women

Lower Middle Quartile :

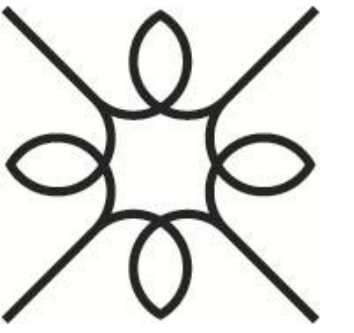
51% Men

49% Women

Lower Quartile :

43% Men

57% Women

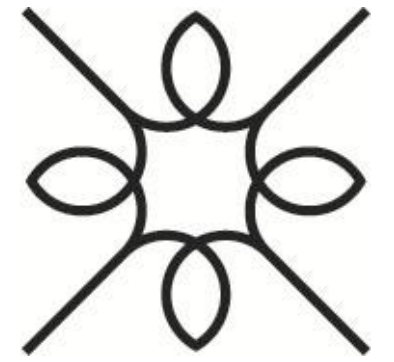


Commitment to Equality and Diversity

Pennyhill Park believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of all our people and to enable them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the business.

To this end Pennyhill Park acknowledges the following basic rights for employees and prospective new recruits:

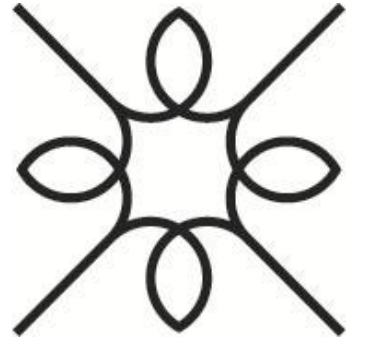
to be treated with respect and dignity, to be treated fairly with regard to all procedures, assessments and choices and to receive encouragement to reach their full potential



Pennyhill Park is intent on advancing equality and diversity within all its activities, as it believes this to be ethically right and socially responsible.

Equality and diversity are essential factors that contribute to the employees and economic strengths of the business. The business will continue to review all policies that encourage and support flexible working and foster equality of opportunity in all areas.

The gender pay gap is a measure of the difference in the average pay of men and women – and is not determined by the individual job that a male or female may be doing in the business. We operate a policy of paying a rate for the role irrespective of the gender of the person performing that role.



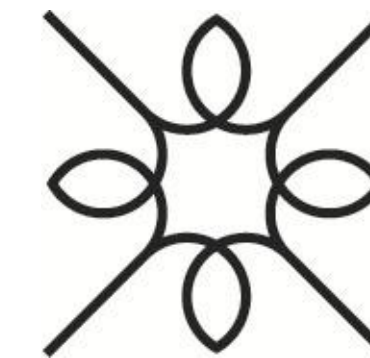
Interpreting our Data

Our Learning and Development programmes are offered to everyone in the business and our transfers and promotions policies are focussed on the best person for the role.

We have paid more women than men a bonus in the last year.

Where discretionary bonuses are paid the amounts paid are driven by individual performance.

Statement



As Managing Director of Pennyhill Park I can confirm that the information contained herein is accurate.

Danny Pecorelli
Managing Director
Pennyhill Park Ltd

Exclusive Collection
Pennyhill Park
London Road
Bagshot
Surrey GU19 5EU

01276 478300

E  CLUSIVE COLLECTION  N