

Under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017, the Company is required to publish a gender pay gap statement by 4th April 2018. The Board of Directors has overall responsibility for promoting compliant practice in relation to equality in the workplace and upholding core principals of fairness and any related legal obligations. The Finance Director has been identified as being the appropriate person to sign this statement on behalf of the Company.

Gender Pay Gap

The gender pay gap is the difference in average earnings between men and women regardless of the roles they do. Gender pay differs from equal pay which looks at the actual pay differences between people carrying out the same or comparable work.

The Company acknowledges and complies with the requirement to publish the gender pay gap information between male and female employees. Our calculations have been carried out in accordance with the regulations using data collected on 5th April 2018.

2018 APRIL						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5 	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Adler and Allan is committed to the principal of equal pay for all its employees and aims to identify and eliminate any bias in pay and reward related to any of the protected characteristics defined in the Equalities Act 2010.

It is in the Company's interests to ensure that it has fair and just pay and reward systems, structure; employees, potential new joiners and other stakeholders have confidence in the process of eliminating bias and the Company is committed to achieving equal pay and addressing the matter of gender pay gap or other inequality in the workplace.

The Company recognises that inequality in the workplace and occupational segregation will have a negative effect on addressing or upholding the core principles of equality in the workplace. In addition, the Company acknowledges it makes good business sense to have fair and transparent systems of pay/reward and can contribute to and understanding costs.

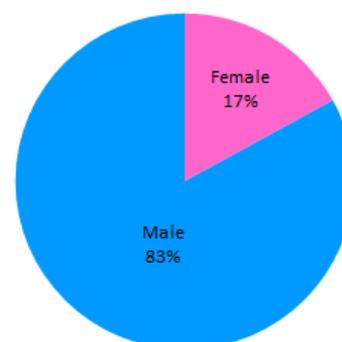
Our Workforce



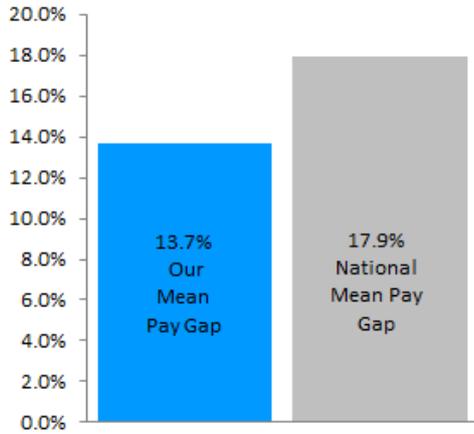
303



62

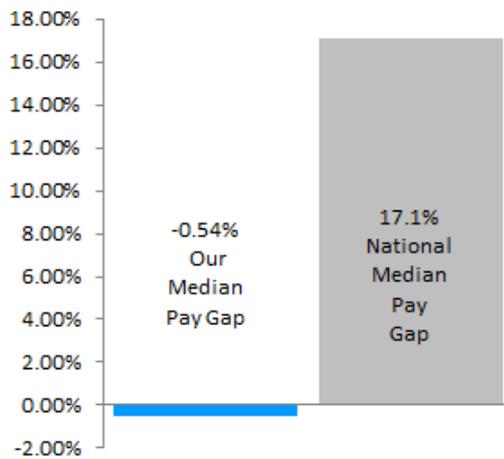


Our Mean gender pay gap 13.7%



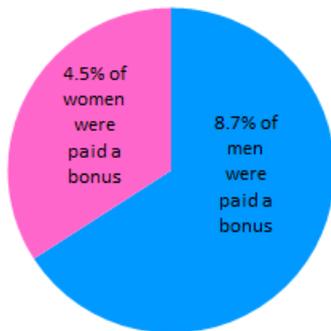
This is the difference between average hourly pay of men and women expressed as a percentage of men's pay

Our Median gender pay gap -0.54%



This is the difference between median hourly pay of men and women expressed as a percentage of men's pay

Bonuses



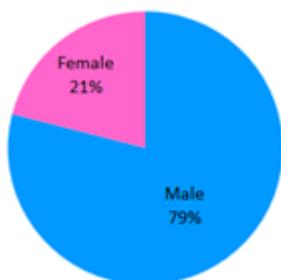
Mean gender pay gap for bonuses 87.7%

Median gender pay gap for bonuses 76.4%

Pay Quartiles

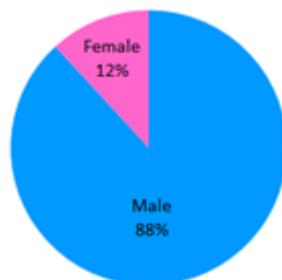
Quartile pay bands are calculated by arranging hourly rates from highest to lowest, dividing the list into four equal parts and calculating the proportion of males and females in each quartile.

Lower Quartile
(lowest earners)



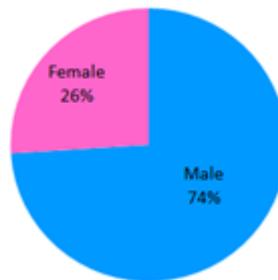
73 Men, 19 Women

Lower Middle Quartile



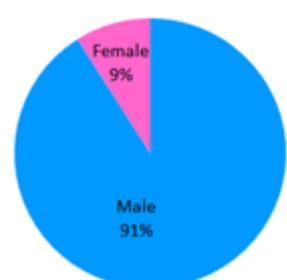
80 Men, 11 Women

Upper Middle Quartile



67 Men, 24 Women

Upper Quartile
(highest earners)



83 Men, 8 Women

The Company's objectives are to;

- Monitor gender pay gaps, workplace opportunity and the availability of part time and flexible working opportunities;
- Identify as soon as possible and take steps to eliminate unfair, unjust or unlawful practices in relation to pay, reward and employment opportunities;
- Take any appropriate steps, introducing processes and procedures and any other measures to avoid disparity in pay and reward.

The Company will;

- Endeavour to operate a pay strategy that promotes and encourages equal pay for work of equal value and single status terms and conditions of employment.
- Appoint and reward on merit, assessing each case fairly and applying the same approach to recruitment and promotion;
- Make reasonable adjustments to support employees to undertake work and/or tasks offering promotive opportunity.
- Maintain a culture that challenges any stereotypes relating to any element of an employee including ability to undertake any work, particularly of a higher grade;
- Respond to grievances and complaints relating to any alleged prejudicial treatment relating to opportunity, pay, reward and promotion;
- Consult and plan actions in consultation with employees, designated representatives or any other employee body, including trade unions or professional organisations;
- Review progress every twelve months.

Signed: .....

Date: 2 APRIL 2019.....

Mike Dunn
Finance Director