



Adler and Allan Limited

Gender Pay Gap Statement 2021

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As an employer of more than 250+ employees, Adler and Allan are required by law to undertake Gender Pay Reporting under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are required to publish a gender pay gap statement by 5th October 2021.

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.

The Company continues to make a strong commitment to the principals of equal pay and the elimination of any gender bias in salary structure, role allocation, recruitment & selection, promotion, and systems of pay.

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 2020.

The Adler and Allan Group 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 and structure so 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.

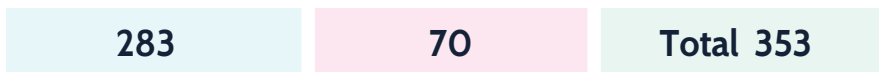
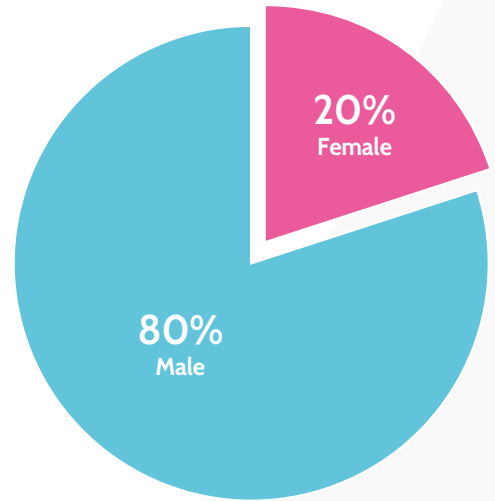
The Company recognises that inequality in the workplace and occupational segregation will have a negative effect on addressing or upholding the core principles of equality in the workplace.

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.

The Company also understands that the analysis of pay and reward and in some cases, the greater availability of part time and senior positions being available to all employees may have a positive impact on pay gap.

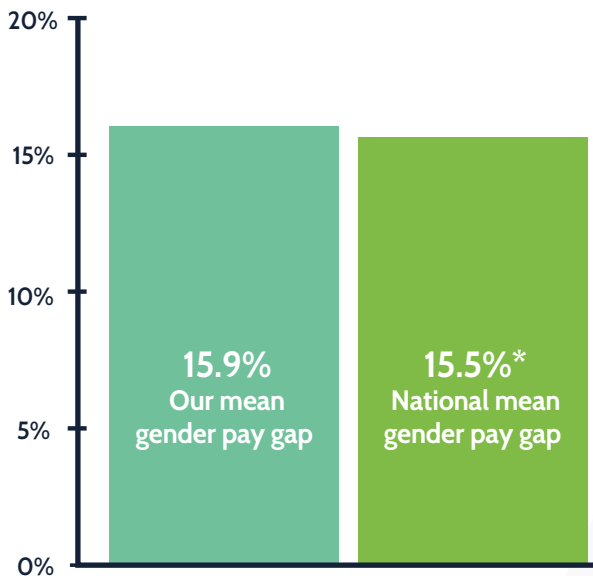
Statistics

Our workforce



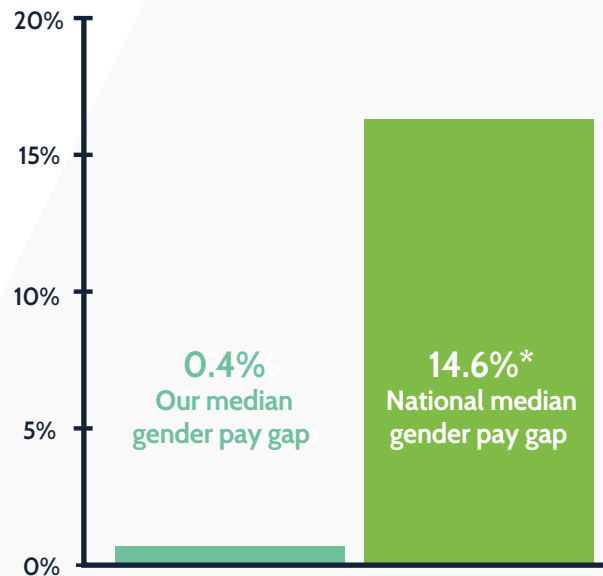
Hourly pay gap

Our mean gender pay gap **15.9%**



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 **0.4%**



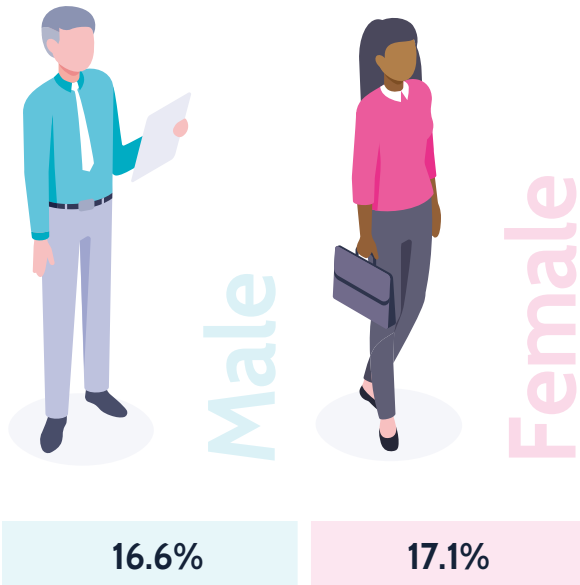
This is the difference between median hourly pay of men and women expressed as a percentage of men's pay.

*Published by Office of National Statistics

Statistics

Bonuses

Proportion of males & females receiving a bonus



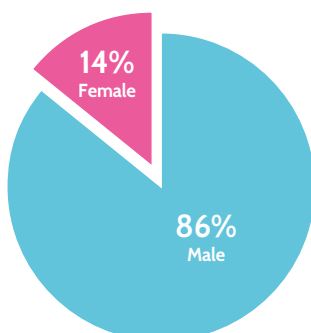
Mean bonus gender pay gap **50.1%**
Median bonus gender pay gap **49.3%**

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.

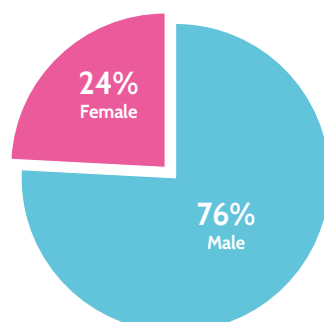
Upper quartile (Highest earners)

59 men
10 women
69 total



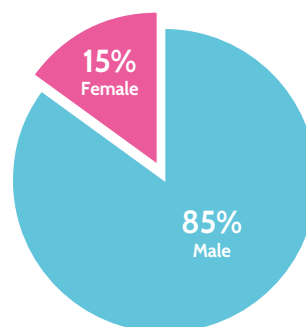
Upper middle quartile

52 men
16 women
68 total



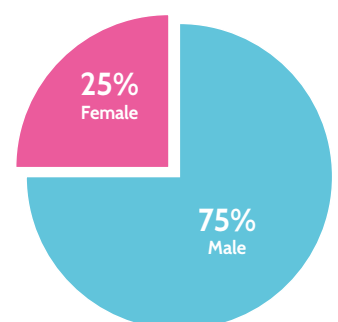
Lower middle quartile

58 men
10 women
68 total



Lower quartile (Lowest earners)

51 men
17 women
68 total



Company Objectives

The Company's objectives are to;

- Monitor gender pay gaps, workplace opportunity and the availability of part time and hybrid/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 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
- Challenge expectations that employees in certain posts should work longer or unpredictable hours
- 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 progresses every twelve months and comply with the requirement to publish results associated with Gender Pay Gap reporting

Signed:

Date: 29/09/2021

Andy Mowat

Group Finance Director