

1. Mandatory Gender Pay Gap Reporting in Great Britain

Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Under the Equality Act 2010, from 2017, any organization based in England, Scotland or Wales that has 250 or more employees, must publish and report specific figures every year about their gender pay gap, both in a prominent position on their own Company website, and on the Government's website, [here](#).

You can find out more about the Governments Gender Pay Gap requirements [here](#).

2. What is the gender pay gap?

This is an equality measure that shows the difference in average earnings between male and female employees (taking into account applicable pay and bonuses), using a 'snapshot date' of 5 April each year, and publishing this data within a year of this date. Gooch & Housego PLC reports on the combined calculations about all its UK payrolled employees, including the executive directors.

3. What are the calculations?

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of men and women when divided into four groups ordered from lowest to highest pay.

4. 2020 gender pay gap data – Gooch & Housego

Data is in the appended table, below.

5. Gooch & Housego's commitment to reducing the gender pay gap

As previously reported, Gooch & Housego (G&H) in common with many UK based engineering companies has a lower representation of women in the company as a whole and in the upper middle and upper quartiles in particular.

Overall, the proportion of female employees in the UK has increased from 23.7% in 2018 to 26.5% in 2020. This is mirrored by an increase in representation of women in the upper quartile and upper middle quartile by 3.3% and 7.1% respectively over the same period.

Whilst we continue to pursue our policy of looking to hire and develop women with engineering and STEM based qualifications and experience into all levels of the organisation, we also aim to and have succeeded in hiring women with expertise and qualifications in other key functions, in support of our growth plans.

We require our recruitment search partners to include female candidates on short-lists or to explain why this has not been possible to fulfil.

We create and monitor individual personal development plans and have created career paths in functions such as engineering to enable talent to progress to managerial levels.

G&H operates a global talent and succession planning process which includes the identification, planning and monitoring of women (and men) with potential to succeed to more senior positions within the company. This analysis is presented annually to the Board and Executive leadership.

We acknowledge that more flexible working arrangements may attract more women to join and stay in G&H. This includes the prospect of working from home, at least for a proportion of the working week, on a long term basis as we plan for a post-pandemic future.

In conclusion, we remain committed to improving the level of female representation at all levels throughout the company, especially in upper quartiles, enabled by a continuous review of our recruitment and employment policies and practices. We continue to develop our action plan and employment policies to address the gender pay gap and monitor progress.

Mark Webster

CEO

CONSOLIDATED GENDER PAY GAP REPORTING: 2020

GOOCH & HOUSEGO PLC	2018	2019	2020
Average gender pay gap as a mean average	31.6%	31.3%	27.9%
Average gender pay gap as a median average	22.8%	20.3%	17.8%
Average bonus gender pay gap as a mean average	72.2%	84.7%	70.3%
Average bonus gender pay gap as a median average	6.7%	3.0%	30.2%
Proportion of males receiving a bonus payment/prior 12 months	83.6%	82.9%	63.9%
Proportion of females receiving a bonus payment/prior 12 months	89.6%	86.8%	53.5%
Proportion of males in upper quartile	92.4%	90.1%	88.1%
Proportion of females in upper quartile	7.6%	9.9%	11.9%
Proportion of males in upper middle quartile	83.2%	77.3%	76.1%
Proportion of females in upper middle quartile	16.8%	22.7%	23.9%
Proportion of males in lower middle quartile	61.3%	64.1%	63.2%
Proportion of females in lower middle quartile	38.7%	35.9%	36.8%
Proportion of males in lower quartile	69.2%	62.7%	65.0%
Proportion of females in lower quartile	30.8%	37.3%	35.0%