

Gender Pay Gap Report 2017

PJH Group Limited is a distributor of bathrooms, kitchens and appliances, supplying customers throughout the UK, from large multi-site retailers to independent retailers and from builders merchants to house builders.

PJH is part of the Globe Union group of companies, with offices in 7 countries across 3 continents. We operate within multiple business functions and channels and employees are predominantly within our warehousing and distribution functions. Typical to similar industries our workforce mainly comprises of male employees.

At the heart of our business lies a culture that we believe working together is the key to success, this includes our people as well as our customers. The way we recognise and reward our people is part of that commitment, ensuring that all areas of the business are free from discrimination and that there is positive support for all of our employee groups.



Working **together** to create new ideas; in a happy, productive environment



Supporting our customers to help strengthen their business.



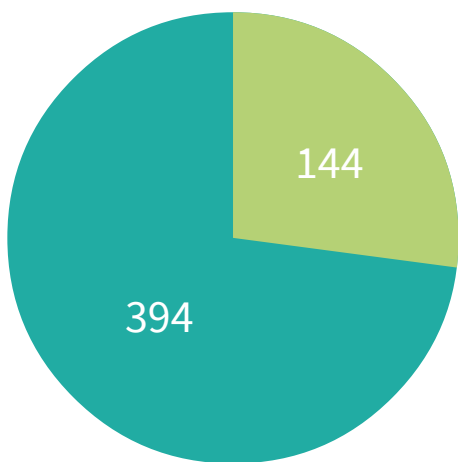
Working together with our Globe Union family to add **strength** and **expertise**.



Building relationships with our supply partners for continued improvement.



Number of Employees



- Females
- Males

Gender Pay Gap	Median	Mean
Hourly Pay	-1.5%	8.6%
Bonus Pay	50.0%	67.7%

The above table shows our overall mean and median gender pay gap at the snapshot date of 5th April 2017.

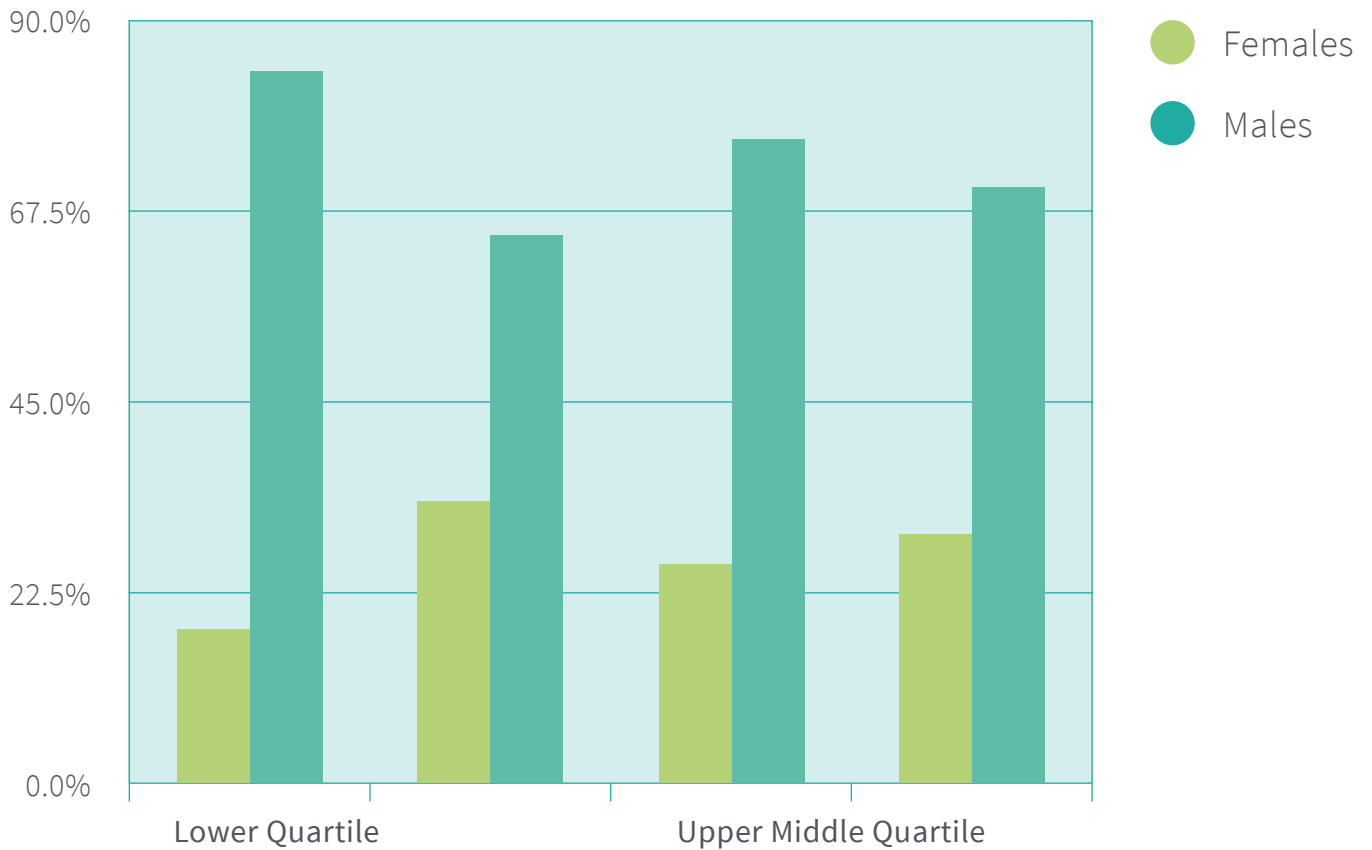
Women make up a smaller percentage of the workforce, which is normal in the warehousing and distribution industry. However the gap in hourly pay shows that our average gap is less than the national average.

Women feature largely in the mid-bands of pay for PJH, which is demonstrated by the negative median hourly pay gap.

	Female	Male
Proportion Receiving a Bonus	43.8%	26.9%

Although women represent a smaller proportion of the workforce, a significant number of them are within roles that attract a bonus potential.

Pay Quartiles



The above charts illustrate the gender distribution across P.J.H. Group Limited in four equally sized quartiles.

The data shows a greater proportion of males in the lower quartile with females represented more evenly across the higher three quartiles.

Where men and women occupy equivalent jobs across the business, we are confident that they are rewarded equally via our employee bandings.

We confirm that the data reported is accurate.

Jason Shaw

CFO

On behalf of PJH Group Limited