

# Gender Pay Gap Report 2019

PJH Group Limited is a distributor of bathrooms, appliances, sinks and taps, supplying customers throughout the UK, from large multi-site retailers to independent retailers, builders' merchants, housebuilders, developers and specifiers.

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.



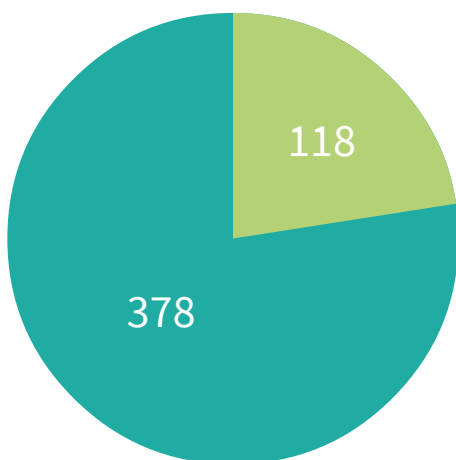
Working together with our Globe Union family to add **strength** and **expertise**.



**Building relationships** with our supply partners for continued improvement.



## Number of Employees



- Females
- Males

Gender Pay Gap	Median	Mean
Hourly Pay	-9%	6%
Bonus Pay	0%	53%

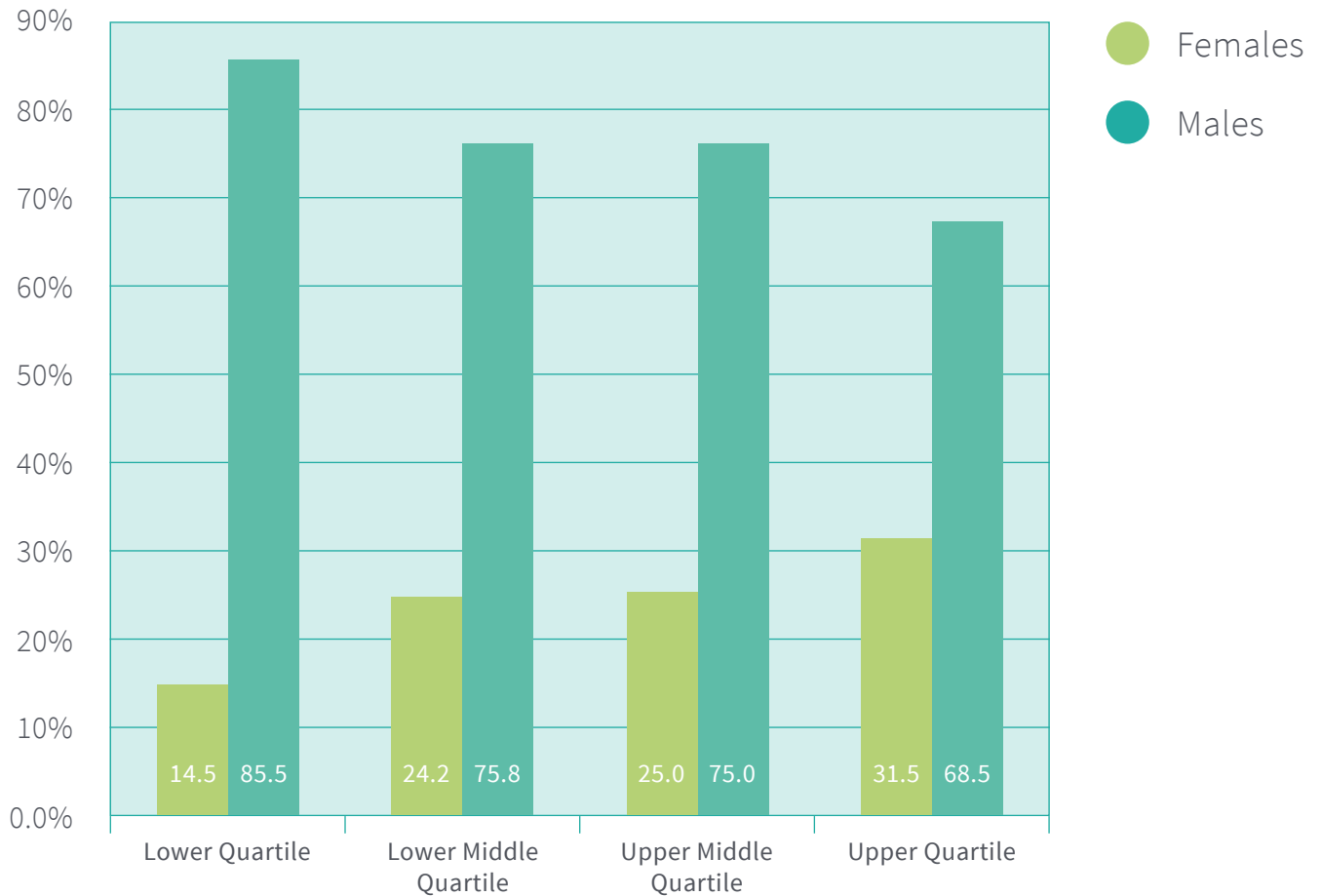
The above table shows our overall mean and median gender pay gap at the snapshot date of 10th March 2019.

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.

	Female	Male
Proportion Receiving a Bonus	95.8%	90.2%

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 that the proportion of females grows as you move through the pay 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