

At Restore we are committed to becoming an inclusive place to work, where all colleagues can reach their true potential in the job that they chose to do.

We are committed to having a diverse and inclusive workforce made up of people from a wide range of backgrounds. Not only is this the right thing to do, but we believe that it will give us a competitive advantage as colleagues have the opportunity to contribute to the overall success of the business and deliver outstanding levels of service to our customers.

To support equality we must have fair pay. Restore are committed to paying colleagues equally and fairly for the job that they hold. Gender Pay Gap reporting gives our business the impetus to look hard at how well we are achieving our objective.

Charles Skinner

Chief Executive
Restore plc

What is a Gender Pay Gap?

A gender pay gap measures the difference between male and female average hourly earnings across a whole organisation, irrespective of their role or seniority. It is expressed as a percentage of male pay.

It does not look at 'like for like' role comparisons, so if an organisation has more men in senior roles and/or more women in junior roles, it will have a gender pay gap.

Why report on Gender Pay

Gender Pay Reporting legislation came into force in April 2017. It requires employers with 250 or more employees to report annually on six key measures.

The purpose of this legislation is to put a spotlight on gender pay. It aims to encourage larger employers to put solutions in place to reduce the gap, whilst acknowledging the strategic importance of gender balance and equality for ongoing organisational success.

Closing a gender pay gap makes good business sense, supports women to fulfil their potential and is the right thing to do.

Gender Pay Gap - the six UK government measures

1. Mean gender pay gap – difference between average hourly earnings of men and women.
2. Median gender pay gap – difference between the midpoints in the ranges of hourly earnings of men and women, lines up all salaries in that sample in order from low est to highest and pick the middle point.
3. Quartile Pay Bands – the proportions of males and females in the lower, lower middle, upper middle and upper pay ranges.
4. Mean bonus gap – as above, but looking at average bonuses paid rather than salary. (Bonuses are defined as payments that are not basic pay, but relate to performance, so will include commissions, performance bonus, productivity bonus etc. etc.)
5. Median bonus gap – as above but for bonuses rather than salary.
6. Bonus proportions – percentage of men and women receiving a bonus.

Our 2017 Gender Pay Gap figures

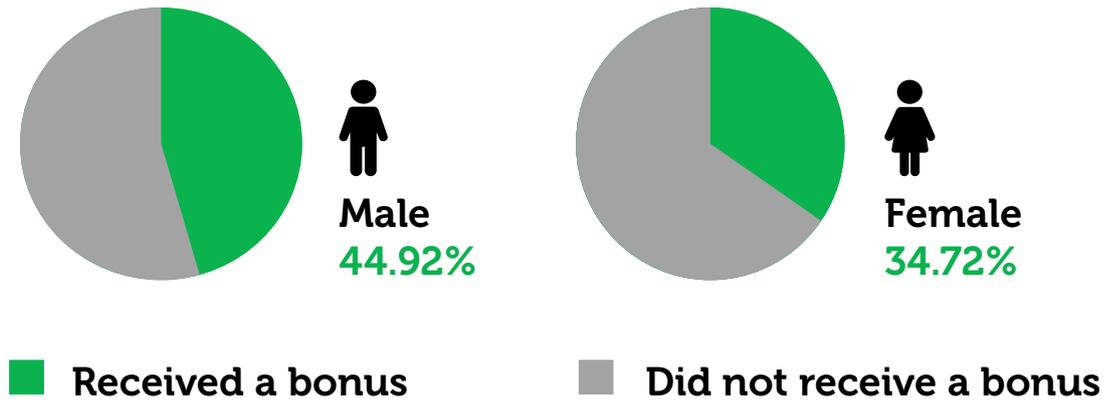
These graphs shows our overall mean and median gender pay gaps based on hourly rates of pay (as at 5th April 2017) sees women earn 6.1% (Mean) and 8.3% (Median) less than men.

Difference between men and women		
	Mean	Median
Pay Gap	6.1%	8.3%
Bonus Gap	44.6%	8.8%

Bonus Pay

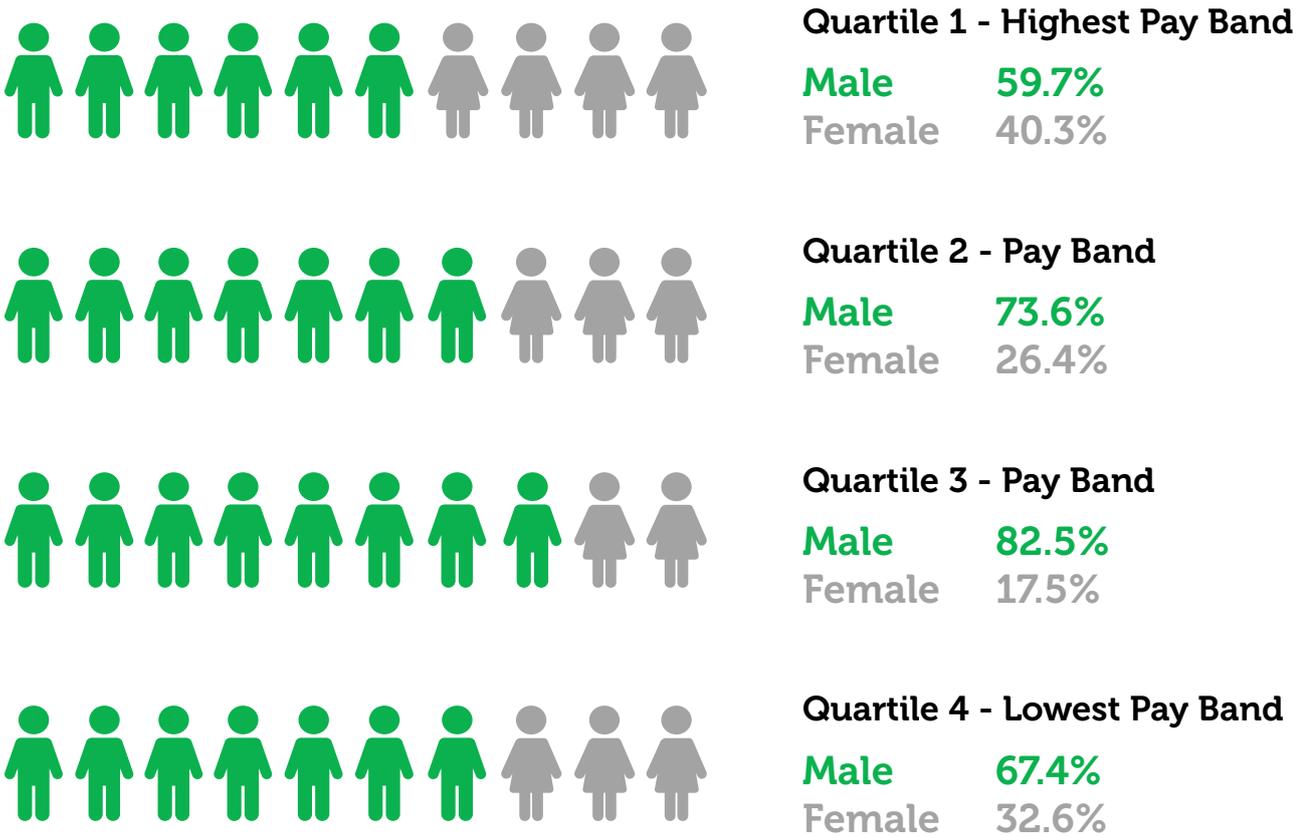
The figures below above show our mean and median bonus pay gap in the 12 months leading to 5 April 2017. There was a mean bonus pay gap of 44.6% favouring males. This is a result of proportionally more males in the quartile where the largest bonuses were paid. The median bonus gap was much smaller as it's less affected by the highest bonus payments in the top quartile.

Proportion of Male and Female employees receiving bonus



Gender distribution by pay quartile

The Charts below show illustrate the gender distribution at Restore across four equally sized quartiles of the workforce (as at 5th April 2017). Each quartile has just over 318 members of staff.



Declaration

We confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Charles Skinner
Chief Executive
Restore PLC