



BARKER AND STONEHOUSE GENDER PAY GAP 2018

At Barker and Stonehouse we are proud to foster a progressive company culture with many long-serving staff members who help us to create a positive working environment.

Over recent years we have endeavoured to reduce the Gender Pay Gap. However, we acknowledge there is more work to do.

Our Gender Pay Gap figures are based on our data capture carried out in April 2018 on 443 employees across Barker and Stonehouse which we believe to be accurate at that time.

THE MEDIAN AND MEAN PAY GAP

MEDIAN GENDER PAY GAP

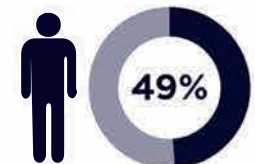
4%

our median gender pay gap

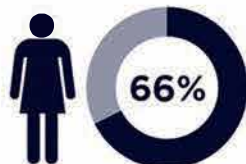
MEAN GENDER PAY GAP

17%

our mean gender pay gap



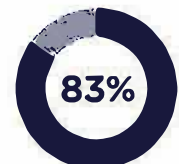
percentage of our male employees who received a bonus



percentage of our female employees who received a bonus

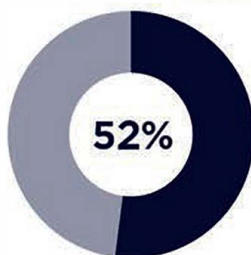


our mean gender pay gap for bonuses

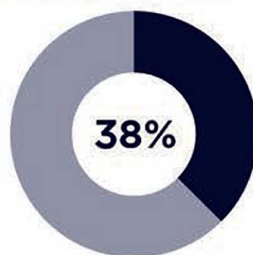


our median gender pay gap for bonuses

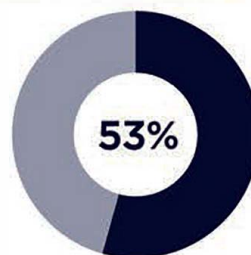
PERCENTAGE OF FEMALES IN EACH QUARTILE



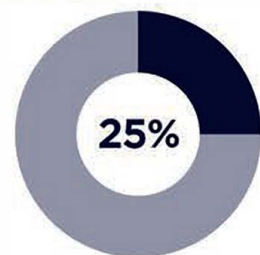
Lower pay quartile



Lower middle quartile



Upper middle quartile



Upper quartile

CLOSING THE GAP

We will strive to close the gap and will develop management and leadership skills within the company.