

Gender Pay Gap Report 2018



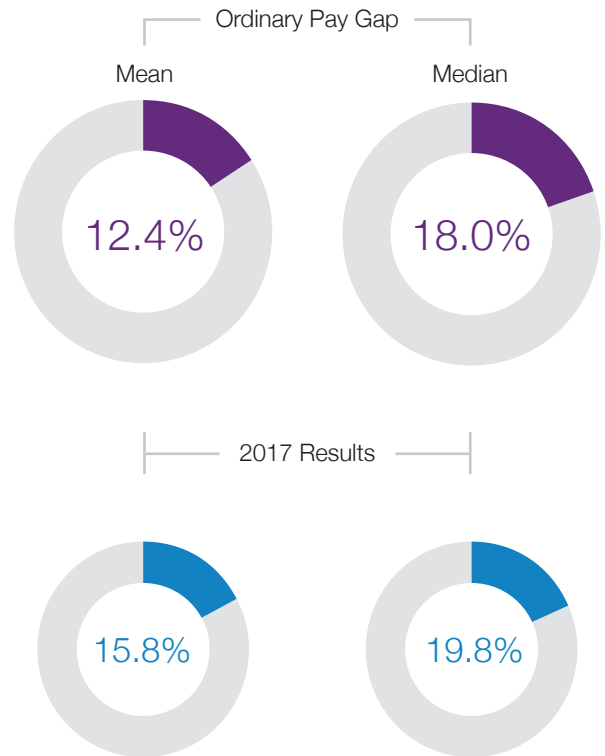
Croner is part of the Peninsula Group of companies and is a provider of HR, employment law, health & safety and pay & benefits services in the UK.

With over 8,000 clients, and over 280 staff, Croner has a pre-eminent position in the market and takes great pride in being an exciting and equitable place to work.

At Croner, everyone is paid for the role they have in the team and their performance in that role. No other factors affect employee remuneration. Croner is an Equal Pay employer – men and women performing equal work receive equal pay. Croner does have a Gender Pay Gap – though we are pleased to report that for Ordinary (ie contractual) Pay, our mean Gender Pay Gap is now 12.4%, which has been reduced from 15.8% last year.

We will continually explore how we can close any gaps found within our organisation to create more gender balance, given that we employ more men than women. We practice equal opportunities and firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act.

This is Croner's first mandatory publication based on a snapshot date of 5th April 2018, following last year's voluntary submission.



Pay Quartiles.

The proportion of male and female employees are split into quartile bands based on their Ordinary Pay. The banding illustrates that there is a significant gender pay gap in the upper quartile, a result of the large number of Sales people, IT Developers and Health & Safety Consultants employed by Croner, all male dominated professions.

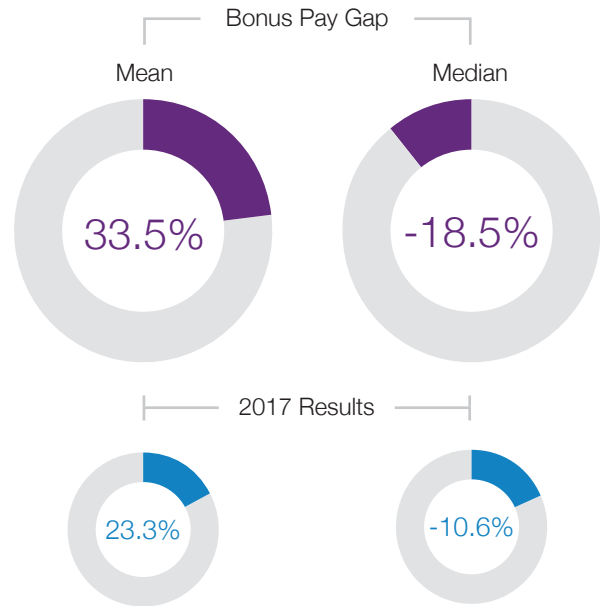


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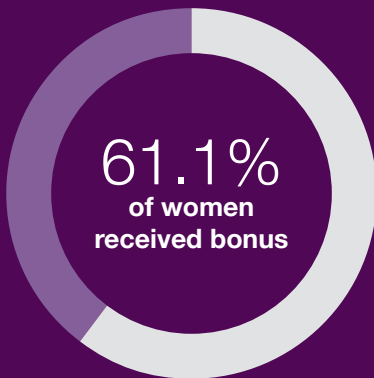
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving payments are almost identical, with 61% of women and 58% of men receiving bonuses in the year.

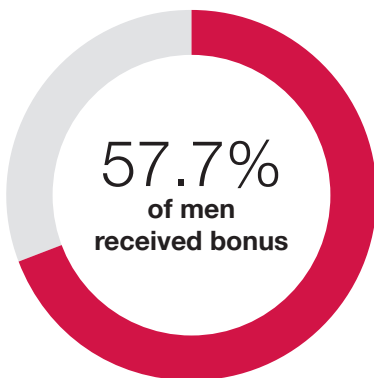
However, the range of bonuses does vary, due to the inclusion of sales commission paid to the male dominated sales team. There is equal pay within the sales team, with all members paid in-line with the same commission structure. The mean being in favour of males (33.5%) suggests that the sales people who earn the highest amount of commission are men. However, some of our most successful people are women, which is shown in the median percentage of -18.5%. This shows that our bonus incentives are based on performance and do not favour gender.



60.3% in 2017



69.2% in 2017



I confirm that the data published in this report is accurate. Peter Swift, Group Finance Director.