

Gender Pay Gap Report 2019

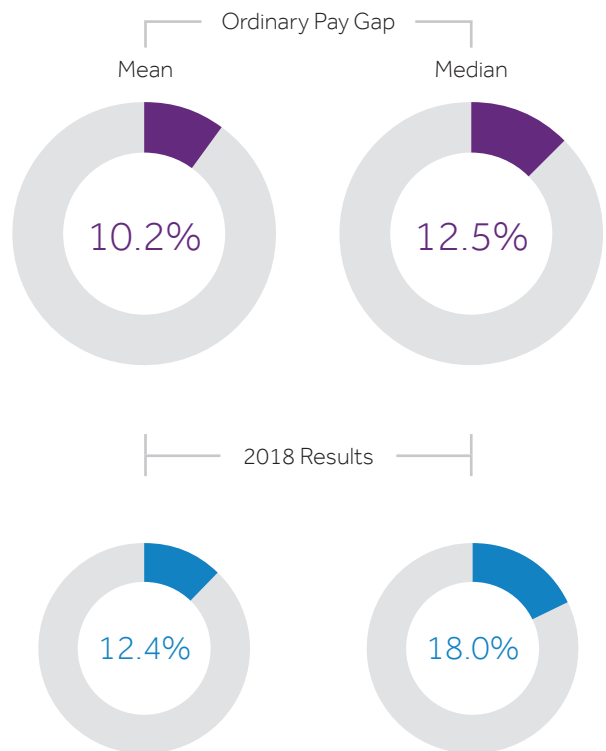


Croner is part of the Peninsula Group of companies and is a provider of HR, employment law, health and safety and pay & benefits services in the UK.

With over 9,000 clients, and over 320 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 has reduced to 10.2% compared to the previous year’s figure of 12.4%. It is also worth noting that this is the second consecutive year where the pay gap has reduced.

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



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 IT developers and health and safety consultants employed by Croner, both male dominated professions.

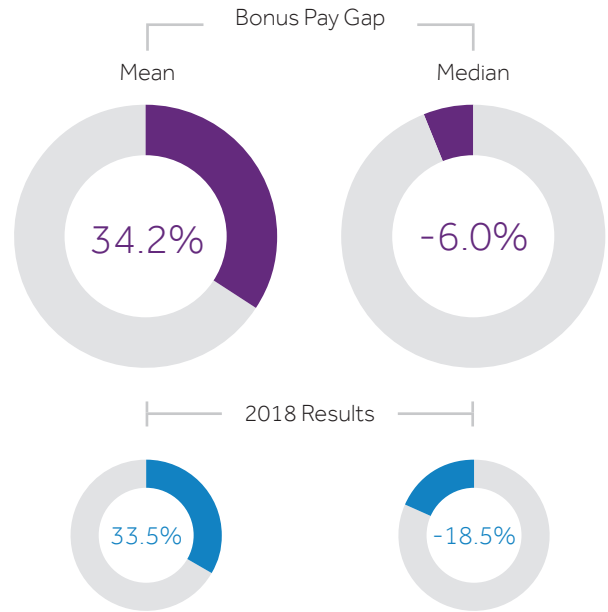


Gender Pay Gap Report 2019

Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving payments are almost identical, with 73% of women and 74% of men receiving bonuses in the year. This is a significant increase on prior year which reported 61% of women and 58% of men.

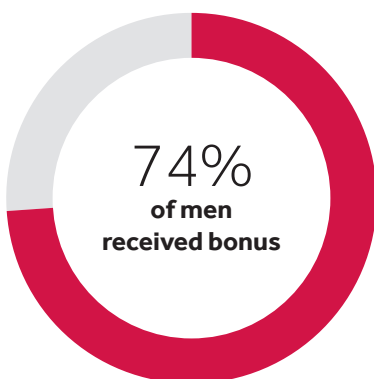
However, the range of bonuses does vary, due to the inclusion of sales commission paid to the male dominated sales team. There is equal pay within the sales team, with all members paid in-line with the same commission structure. The mean being in favour of males (34.2%) suggests that sales people who earn the highest amount of commission are men. However, some of the most successful members of the sales team are women, which explains the median percentage of -6.0%. This shows that our bonus incentives are based on performance and do not favour gender.



61% in 2018



58% in 2018



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