

**Gender pay and bonus reporting statistics for individuals employed by Warringtonfire Testing and Certification Limited at 5 April 2020.**

The gender pay gap explained:

A pay gap is the difference in median or mean pay between two groups within a workforce. It is not to be confused with equal pay. This is a different matter and is concerned with being paid equally for the same or similar work. Below we will consider the gender pay gap.

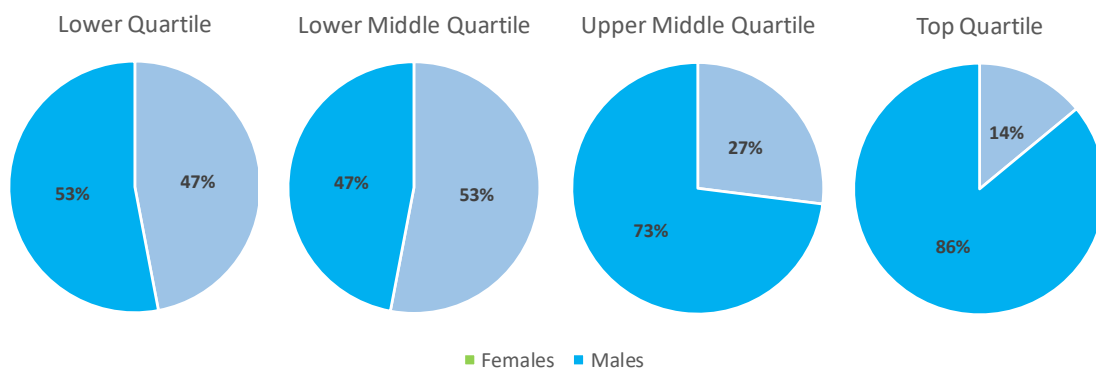
At Warringtonfire Testing and Certification Limited, we are committed to creating a diverse and inclusive place to work and to providing equality of opportunity across our organisation.

At Warringtonfire Testing and Certification Limited, salaries are the same for men and women in the same or similar roles.

<b>Warringtonfire Testing and Certification Limited Mean hourly Gender pay gap (as at 5 April 2020)</b>	<b>27.0%</b>
Warringtonfire Testing and Certification Limited Median Hourly Gender pay gap (as at 5 April 2020)	21.8%

The mean hourly pay of all our female employees in the UK is 27.0% lower than that for all our male employees, with the median hourly pay sitting at 21.8% lower.

**Percentage of male and female employees in each pay quartile (as at 5 April 2020)**



The charts above show the gender distribution across Warringtonfire Testing and Certification Limited in the UK in four equally sized pay quartiles, each containing 84 employees.

Overall, women represent 35.7% of Warringtonfire Testing and Certification Limited employees. Women are less represented in the higher pay quartiles due to proportionally more men occupying senior level roles.

<b>Bonus difference between all women and men</b>	<b>Mean</b>	<b>Median</b>
Bonus (in 12 months ending on 5 April 2020)	30.7%	16.7%

The mean bonus pay of all our female employees in the UK is 30.7% lower than that for all our male employees, while the median bonus pay is 16.7% lower.

We are committed to attracting more women into our company and to encouraging female colleagues to progress their careers, such that we increase the gender balance at all levels within Warringtonfire Testing and Certification Limited. With this goal in mind, we continue to invest in leadership training, interview skills training and recruitment technology. We will also continue to conduct succession planning exercises in order to identify high potential female colleagues. These initiatives underscore our commitment to diversity and inclusion.



**Robert Veitch**

EVP, Fire & Building Products

(Warringtonfire Testing and Certification Limited)

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