

## **Hill & Smith Ltd**

### **Gender Pay Report 2017**

#### **Introduction**

Hill & Smith Ltd is a leading manufacturer of vehicle restraint systems. With approved products we can offer the complete safety solution to errant vehicles leaving the roadside. When used with our tested transitions we ensure that when different safety products are required we can safely connect them together, whilst redirecting and containing an impacting vehicle safely. The range is complemented with crash worthy end terminals providing complete end-to-end solutions. Hill and Smith Ltd also offer a range of Variable Message Signs and Multiplate Structures. We employ 311 colleagues in the manufacture, testing and installation of these products and the company is a wholly-owned subsidiary of Hill & Smith Holdings PLC.

#### **The Gender Pay Gap**

From April 2017 annual gender pay reporting is mandatory for all UK entities employing over 250 employees. The gender pay gap is defined as the difference in the average earnings of men and women in the relevant entity over a standard period of time, regardless of their role or seniority. It is not the same as equality of pay.

#### **The Gender Pay Gap vs Equal Pay**

Equal pay means that men and women performing equivalent work should receive equal pay. Hill & Smith Holdings PLC is committed to providing equal pay for equivalent work, not just because it's a legal requirement but because it's the right thing to do and our policies on equal opportunities and diversity support this.

A gender pay gap does not mean that there are equal pay issues, rather it identifies an unequal distribution of men and women at different grades across the business with an underrepresentation of women or men in certain roles.

#### **Our Pay Gap**

Firstly some definitions:

**The mean pay gap** - The mean gender pay gap is the difference in the Ordinary Pay rate for women compared to men taken at a single point in time.

**The median pay gap** - The median represents the mid-point of a population.

**The mean bonus gap** - The mean bonus gap is the difference in the average bonus paid to women and the average bonus paid to men.

**The median bonus gap** - The median represents the mid-point of a population.

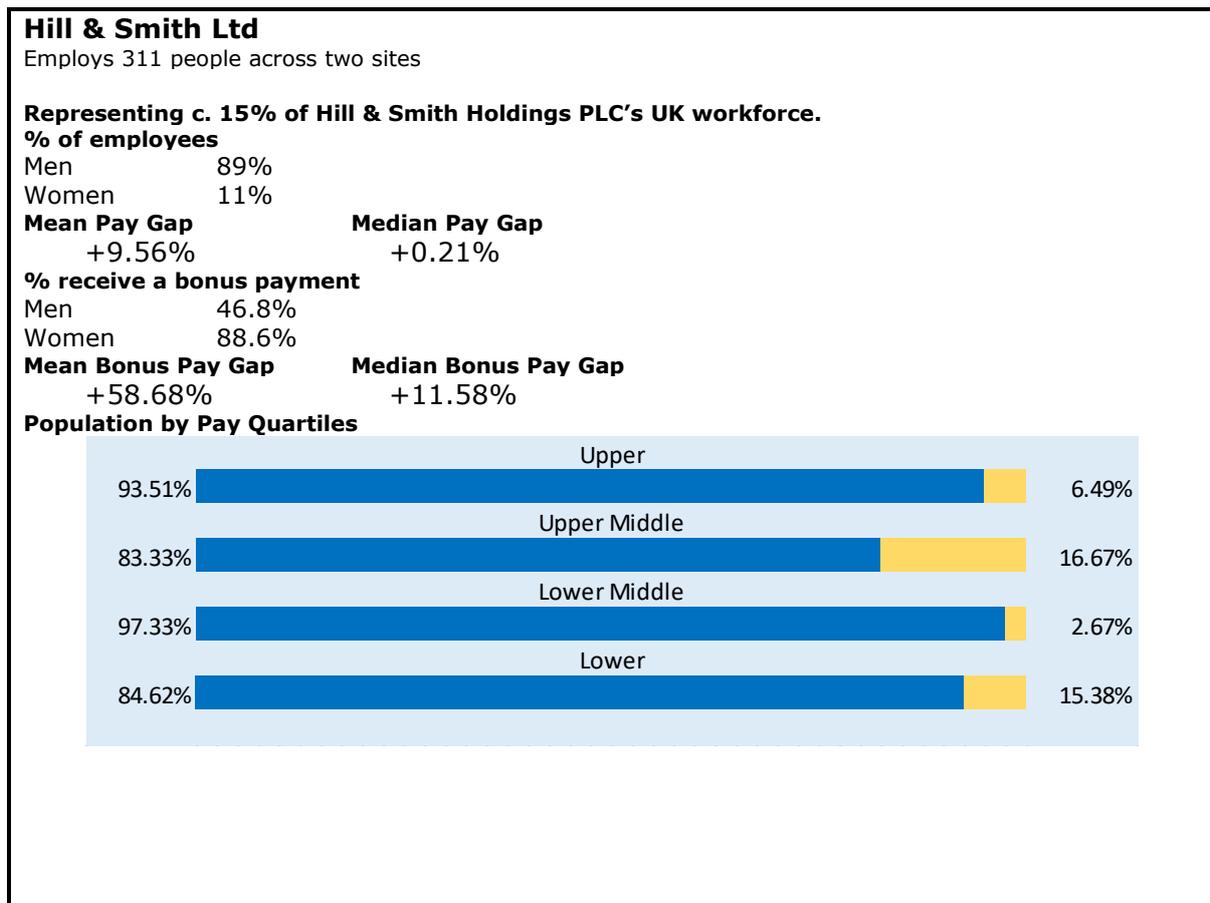
**Proportion of males and females receiving a bonus payment** - The number of men or women receiving bonus pay as a percentage of the total number of men or women in a company

**Proportion of males and females in each pay quartile** - If you line up all men and women in the company from smallest hourly pay rate to largest hourly pay rate and then divide them into 4 equal populations, the percentage of men and women in each population, or quartile

In the tables below we set out the gender pay gap information noting that within the businesses the ratio of male and female is:

	Board Level Staff		Senior Management		Other	
	Male	Female	Male	Female	Male	Female
Hill & Smith	6	0	18	3	252	32

The disclosable mean pay gap for Hill & Smith Ltd is 9.56%. We are pleased to say our figures compare favourably to the average mean pay gap for all UK companies, published by the Office for National Statistics ('ONS') Great Britain of 18.4%. The same can be said of our median pay gap which is 0.21%, against an ONS Great Britain median pay gap of 17.7%.



We confirm that the data reported is accurate.

Mark Tonks  
Managing Director

Alex Henderson  
Group Company Secretary