

# HICP LTD

## GENDER PAY GAP April 2020

At HICP Limited we understand the importance of having a diverse, gender balanced workforce that represents different cultures, backgrounds and beliefs.

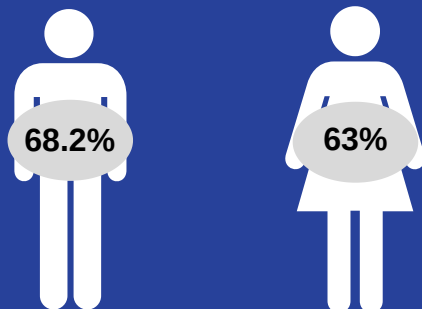
### Understanding Our Pay Gap

HICP Ltd is a well balanced business and overall there is a broadly even split between male (44%) and female (56%) across our employee base, a headcount circa 1159 employees.

Within our organisation the overall **Median Gender Pay Gap** continues to show no difference between men and women. Our overall **Mean Gender Pay Gap** remains in favour of men at 4.5% an improvement against 2019 at 6.7%.

### Bonus Pay Gap

Percentage of men and women receiving a bonus:



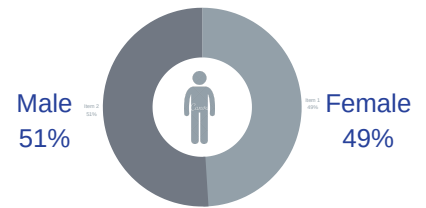
We have seen a significant shift in our **Mean Gender Bonus Gap** at -8.1% in favour of women against 2019 which was 3% in favour of men. The overall **Median Gender Bonus Gap** remains in favour of women at -5.3% against 2019 at -19.7%

Bonus opportunities in the company are available at all levels and not only in traditional higher paid roles.

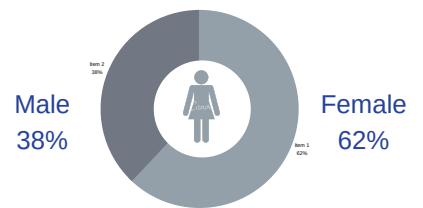
We continue to be committed to attracting, retaining and developing the very best talent and believe in creating excellent job opportunities for every level throughout the organisation, regardless of gender.

## PAY QUARTILES

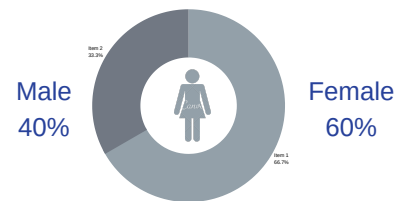
### Upper Quartile %



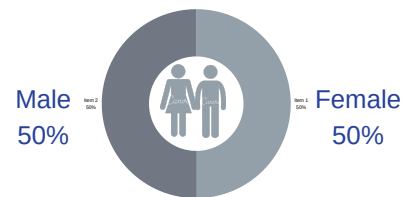
### Upper Middle Quartile %



### Lower Middle Quartile %



### Lower Quartile %



### Overall Gender Split %

