

## Gender Pay Gap Report – April 2017

The Government requires UK businesses with 250+ employees to publish their Gender Pay Gap Reporting (GPGR) statistics as at 5<sup>th</sup> April 2017, and then annually thereafter. The calculation method has been outlined in detail by the UK Government.

By calculating the difference in average earnings, the gender pay gap takes into account all jobs, at all levels and all levels of pay. This approach therefore provides insight into the prevalence of men and women in different types of roles and at different levels.

### Reporting Connect Group PLC's gender pay gap

The Government's GPGR regulations have four key requirements:

- Reporting the differences in hourly pay rate between men and women
- Reporting the differences in bonus pay between men and women
- Reporting the proportion of men and women receiving bonus pay
- Reporting the distribution of men and women in pay band quartiles, calculated using the range of hourly pay rates.

All organisations with 250+ employees must publish these statistics. Due to the structure of the Group, this means Connect Group PLC must publish data for two separate businesses; however in addition we are voluntarily publishing data for Dawson Media Direct. The table below shows the overall results for Connect Group PLC. The full breakdown for each relevant business is provided in the next section.

<b>Gender Pay Gap</b>	<b>Median: 15%</b>	<b>Mean: 9%</b>
<b>Bonus Gender Pay Gap</b>	<b>Median: -84%</b>	<b>Mean: 17%</b>
<b>Proportion of women receiving bonus</b>	<b>30%</b>	
<b>Proportion of men receiving bonus</b>	<b>23%</b>	
<b>Proportion of men/women in the each earnings quartile</b>	<b>Lower Quartile:</b>	<b>Lower Middle Quartile:</b>
	<b>57% / 43%</b>	<b>80% / 20%</b>
	<b>Upper Middle Quartile:</b>	<b>Upper Quartile:</b>
	<b>88% / 12%</b>	<b>85% / 15%</b>

### Taking Action on Connect Group's gender pay gap

At Connect Group, we are committed to shaping our workforce to be reflective of the local communities and countries in which we operate and believe that diversity plays an important part in driving business performance and as such strive to create an inclusive environment that respects, values and makes the most of people's differences. Our approach is inherently linked to

our Values where we embrace individual contributions and encourage an environment of partnership and mutual respect.

Looking ahead, we are committed to creating an environment that provides fair reward and ensures each and every colleague has access to development opportunities - and we will continue to monitor our gender pay gap data to help us understand more about our colleagues, the roles they hold and the pay they receive.

We will continue to capture data in key areas such as recruitment, promotion, working patterns and colleagues leaving our business. This will give us greater insight into how we can improve the working environment and experience for all colleagues. Over time it will help us to close any pay gaps in tandem with the growth and success of our business.

### Reporting by Business Division

	<b>Smiths News Trading Ltd</b>	<b>Tuffnells Parcels Express Ltd</b>	<b>Dawson Media Direct Ltd</b>
No. Colleagues	2,250	2,752	99
Median Gender Pay Gap	6%	18%	-3%
Mean Gender Pay Gap	18%	7%	11%
Median Gender Bonus Gap	-5%	1%	29%
Mean Gender Bonus Gap	24%	1%	47%
Proportion of women receiving bonus	31%	28%	6%
Proportion of men receiving bonus	45%	9%	14%

	<b>Smiths News Trading Ltd</b>	<b>Tuffnells Parcels Express Ltd</b>	<b>Dawson Media Direct Ltd</b>
Proportion (%) of men and women in each earnings quartile			
Upper Quartile	74 / 26	92 / 8	67 / 33
Upper Middle Quartile	67 / 33	96 / 4	76 / 24
Lower Middle Quartile	74 / 26	91 / 9	68 / 32
Lower Quartile	44 / 56	75 / 25	80 / 20

### Statement:

We confirm that the information and data provided is accurate and in line with mandatory requirements.

**Jane Storm**  
People Director

