

GENDER PAY GAP 2020

OLIVER

Pay Data

DIFFERENCE IN HOURLY DATA

MEAN

Women's mean hourly rate is **10.6%** lower than men's

MEDIAN

Women's median hourly rate is **10.7%** lower than men's

When comparing mean hourly rates, women earn 89.4p for every £1 men earn

When comparing median hourly rates, women earn 89.3p for every £1 men earn

BONUS DATA

BONUS PAY GAP

MEAN

Women's mean bonus pay is **30.9%** higher than men's

MEDIAN

Women's median bonus pay is exactly the **same** as men's

MEASURING THE GAP

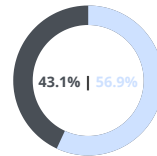
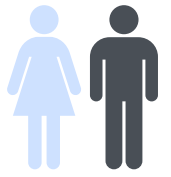
The gender pay gap shows the difference in average pay between women and men. Positive measures (percentages with a '+') indicate the extent to which women earn, on average, less per hour than men. Negative measures (percentages with a '-') indicate the extent to which women earn, on average, more per hour than men. The gender pay gap does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Oliver currently employs approximately 900 people in the UK including the legal entities not covered by the regulations. Current figures exclude UK legal entities with fewer than 250 employees, however next year we are aiming to provide combine gender pay gap data for all employees in the UK.

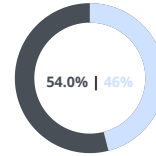
In this report, we are sharing the median and mean (average) pay gaps between men and women's hourly pay and bonuses.

PAY QUARTILES

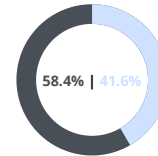
The image below shows the gender distribution at Oliver when colleagues are placed into four equally sized quartiles based on pay



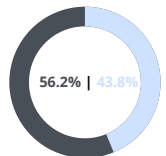
Quartile 1



Quartile 2



Quartile 3



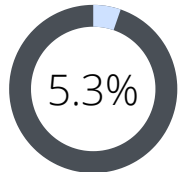
Quartile 4

Proportion of male and female staff in quartiles

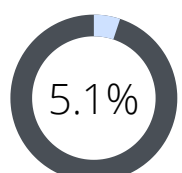
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of women receiving a bonus payment



Proportion of men receiving a bonus payment



CLOSING THE GAP

In 2020 we continued to see positive movement in the hourly mean pay gap, reaching 10.6%. The median pay gap, which is 10.7%, is very close to the mean, which indicates a symmetrical pay distribution as we continue to evaluate and improve how we approach hiring and promoting employees and how we manage retention across Oliver. In addition, the mean bonus pay gap again significantly improved this year to -30.9%, and the median bonus pay gap does not exist (i.e. it is zero).

While our median gender pay gap has improved year on year and is significantly below the current ONS figure of 15.5% for businesses in the UK, we recognise we have more work to do to close the gap. We continue to work on our recruitment and diversity initiatives that will, over time, make Oliver an even more inclusive and diverse business.

Amina Folarin

Amina Folarin
Chief People & Inclusion Officer