

# Prinovis UK Gender Pay Gap Report 2017/18



# 2018:Mandatory Metrics to Report



## The Prinovis UK Gender Pay Gap Report Details:

The mean gender pay gap	3.9%
The median gender pay gap	21.2%
The mean gender bonus gap	-10.8%
The median gender bonus gap	0.0%
The proportion of male employees receiving a bonus	97.0%
The proportion of female employees receiving a bonus	94.2%



# 2018:Gender Pay Quartiles

## Prinovis UK

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	81.5% (97)	18.5% (22)
B	Includes all employees whose standard hourly rate places them <b>above the lower quartile but at or below the median</b>	92.4% (110)	7.6% (9)
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	95.0% (113)	5.0% (6)
D	Includes all employees whose standard rate places them <b>above the upper quartile</b>	90.0% (108)	10.0% (12)



# The Gender Pay Gap in Prinovis UK - Context

- The working population of Prinovis UK is split 90% Male v 10% Female
- The **Mean Gender Pay Gap** is 3.9%. Our 2016/2017 Mean Gender Pay Gap was 8.2%.
- The **Median Gender pay gap** is 21.2%. Our 2016/2017 Median Gender Pay Gap was 21.4%.
- The **Mean Gender Bonus gap** is -10.8%. Our 2016/2017 Mean Gender Bonus gap was 33.34%.
- The **Median Gender Bonus gap** is 0%. Our 2016/2017 Median Gender Bonus gap was 18%.



# Prinovis UK – Taking Action

Prinovis

The following plan of activity supports Prinovis UK to reduce the gender pay gap.

- Salary Benchmarking activity to take place once a year for all roles not associated with Collective Bargaining ensuring that salary levels are appropriate in all cases.
- Extending flexible working strategies that will help to retain and promote males and females.
- The Bertelsmann Worldwide Employee Survey will take place in 2019.



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