

Nijjar Property Limited.

Gender Pay Gap Report

April 2018

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In 2018, UK companies with more than 250 employees are required to report their gender pay gap.

Nijjar Property Ltd. is a privately-owned company with a long-standing tradition of employing a diverse workforce, treating staff members on an equal basis, regardless of their ethnic background, age, religion or gender.

The Company reward staff members on performance and their level of responsibility, taking an objective approach to recruitment, development and reward.

Gender Equality is a significant requirement of committing to diversity and inclusion and the need to report the gender pay gap is an important step in objectively assessing any disparity and creating a precedent upon which to take action.

Our gender pay gap report outlines some encouraging signs, with mean female pay being higher than male mean pay.

Finance Director

Gender Pay Gap vs Equal Pay

The gender pay gap differs from equal pay and should not be confused as being the one and same thing.

The Equality & Human Rights Commission outlines the differences as follows:

'Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. Equal pay infers that male and female workers and women in the same role, performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap measures the difference between male and female average earnings across an organisation. The gap is defined in percentage terms

It is important to note that equal pay is unlawful, and a gender pay gap is not.

Nijjar Property Ltd. are aware that gender should not prejudice employee remuneration and the Company ensures an objective and fair approach to remuneration when employing staff.

Nijjar Property Ltd: *Gender pay gap data*

Workforce structure at Nijjar Property Limited

4.56% Female employees

95.44% Male employees

Average Gender Pay data

Mean male hourly pay £8.82 per hour

Mean female hourly pay £9.63 per hour

**-9.18 % Mean
gender pay gap**

Median male hourly pay £7.98 per hour

Median female hourly pay £8.20 per hour

**0% Median
gender pay gap**

Bonus Gender Pay figures		
Total Employees paid Bonus	1	
Total male employees paid bonus	1	0.40%
Total Female employees paid bonus	0	0%

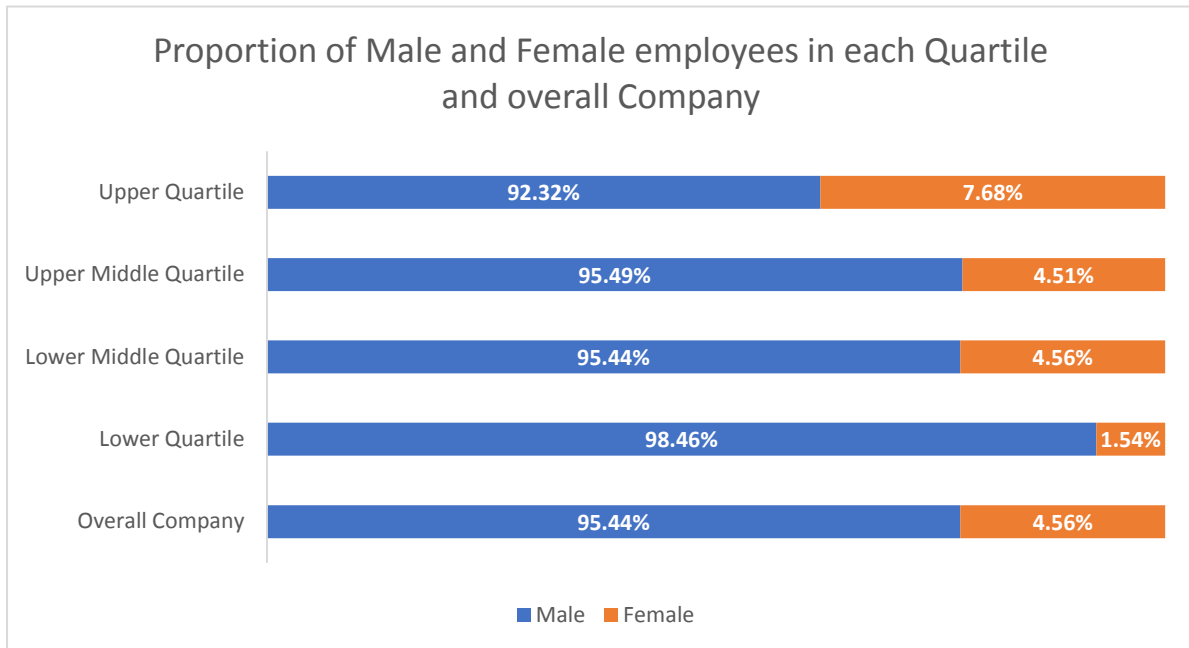
Bonus Gender pay gap	
Mean Male Bonus	£27.2
Mean Female Bonus	0
Median Male Bonus	£0
Median Female Bonus	£0

* this is annual figure per male employee

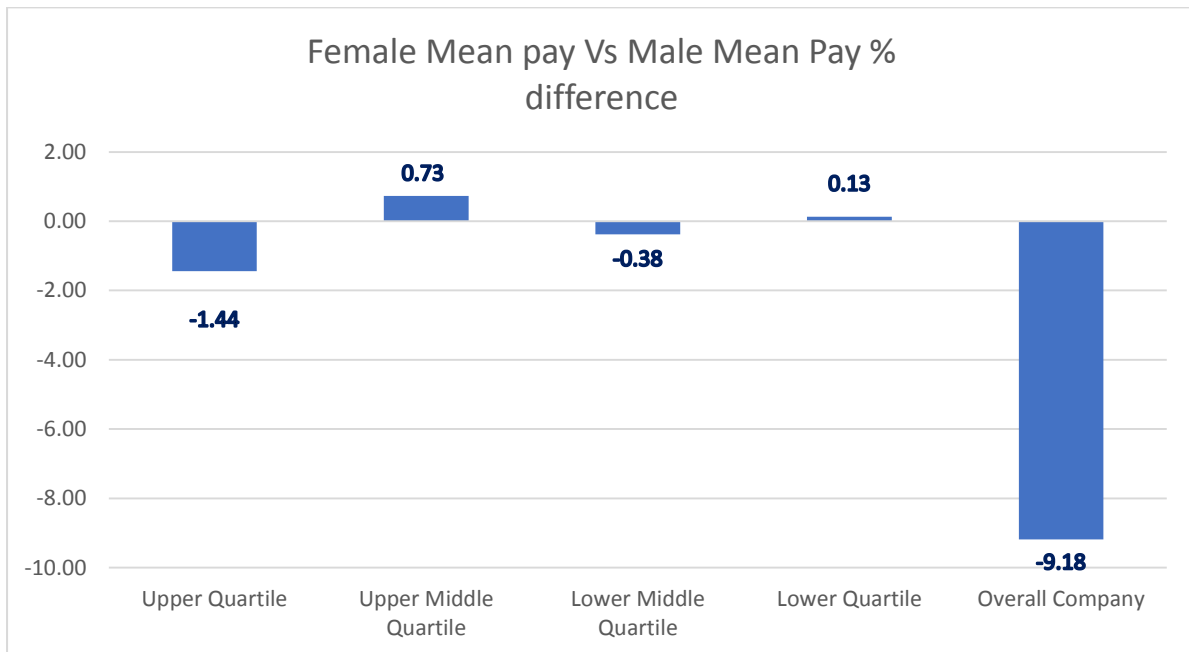
100% Mean gender pay gap in bonus pay

0% Median Gender pay gap in bonus pay

Pay Quartiles



Pay gap in each Quartile



* i.e. Female mean pay is 1.44 % higher than Male mean pay in the Upper Quartile and 9.18% higher than Male mean pay as a Company average.

Understanding the Data

Nijjar Property Limited's workforce is skewed towards front-line operational roles in the production, technical and hygiene teams.

Females comprise a relatively small proportion of the overall workforce but are primarily engaged in skilled roles that are well paid, such as in finance, sales and procurement.

The male mean pay is brought down by a high volume of workers in entry level roles in operations, for example.

Whilst bonus metrics are reported, there is little to infer from this data as it is on a sample of 1 for an individual in a unique role that merits a bonus structure. Otherwise, all remaining staff at the Company are paid a competitive fixed salary.

Actions Going Forward

The Company will be reviewing hiring and reward practices to support a healthy trend with more and more females being appointed to highly skilled and management positions.

The company expect some changes to the proportion of the workforce comprising female employees by the time of next years' report. This is due to recent female hires into skilled positions during 2017/18, primarily in the upper middle quartile.