

Gender Pay Report April

Findel Education Ltd

Findel Education is proud to be one of the largest educational supplies businesses in the sector, helping schools to make a difference. Our family of well-established brands includes some of the most recognised and trusted names in education such as GLS, Hope Education, Philip Harris and Davies Sports.

Over the last three years, we have made incredible progress with our digital transformation, with the majority of orders now being placed online. Our innovative digital solutions, such as SMART Connect, are helping our customers to save time and money. Our success is driven by our team of circa. 300 talented employees who service schools and nurseries not only across the UK and Northern Ireland, but also in over 130 countries around the world.

Gender Pay Reporting

Since April 2017, all UK companies with over 250 employees have been required to publish gender pay gap data, which shows the difference in the average pay and bonuses of male and female employees, as well as the proportion of men and women in different pay quartiles. This is different to Equal Pay which focuses on whether men and women are given equal pay for equal work.

Findel Education fully supports the gender pay legislation and its broader aims.



Our Gender Pay Gap

as of 5th April 2019

Pay Gap

| Mean | Median |
|--------------|--------------|
| 34.4% | 34.4% |

Compared to our first gender pay report relating to April 2017, our mean and median gender pay gaps in April 2019 have shown slight improvements of -0.8% and -0.6% respectively. We continue to recognise however that our gender pay gap remains above the UK national average of 17.3% (ONS, 2019).

Both our mean and median gender pay gaps are driven by the make up of our workforce. To reiterate our previous Gender Pay Gap reports, there is a high proportion of women in administrative and support roles, for which the market rates tend to be lower, and the majority of our most senior (and therefore highest paid people) are male. We recognise that this demographic will take time to shift.

Bonus Gap

| Mean | Median |
|--------------|--------------|
| 11.9% | 23.6% |

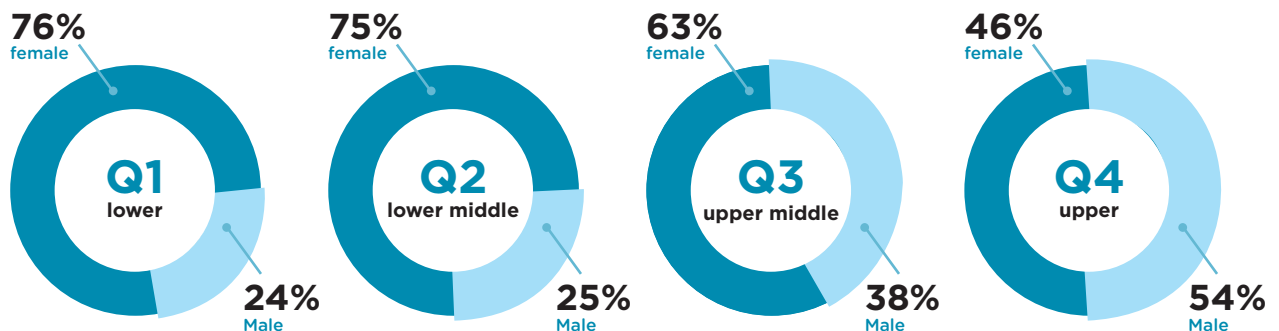
We are also pleased to confirm that our mean and median bonus gaps have both shown improvements compared to prior years, resulting in more balanced bonus payments to male and female employees alike, although we recognise there is still work to do.

Proportion of employees receiving a bonus payment

| | |
|---------------------------------|-----------------------------------|
| 5.6% | 16% |
| Male employees received a bonus | Female employees received a bonus |

Pay quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



How we are closing the pay gap

We remain committed to ensuring a more diverse workforce that reflects our customer base and we recognise that we need a greater proportion of women in senior roles than is currently the case.

We are confident that we have policies in place to ensure that recruitment and career progression are not discriminatory on the grounds of any protected characteristic, including gender, and that we offer equality of opportunity to all employees.

The data in this report is accurate and has been calculated in line with the gender pay reporting legislation.

Gary McDowell
Chief HR Officer

