

H Young (Operations) Limited
Buckingham House
West Street
Newbury
Berkshire, RG14 1BD
United Kingdom
Tel: (01635) 555 800
Fax: (01635) 35940
[email: Info@HYoung.co.uk](mailto:Info@HYoung.co.uk)



Gender pay gap reporting for H Young (Operations) Limited

All data included within this report is based on a snapshot date of 5th April 2018

Mean Gender Pay Gap %	25.8
Median Gender Pay Gap %	15.6
Mean Bonus Gender Pay Gap %	68.5
Median Bonus Gender Pay Gap %	46.4

The proportion of males and females receiving a bonus payment

Males receiving a bonus payment %	64.3
Females receiving a bonus payment %	50.8

The proportion of males and females in each quartile band

Males and females in the quartile pay bands; upper (U), middle (UM), lower middle (LM), lower (L)	Bands	Total number employees in the band	Females (%)	Males (%)
	U	151	25.2	74.8
	UM	149	48.3	51.7
	LM	151	48.3	51.7
	L	150	50.7	49.3

Name: Alan Mclvor

Job Title: Group Finance Director