

T H WHITE LTD – GENDER PAY GAP REPORT

T H WHITE LTD (the Company) is required by law to publish an Annual Gender Pay Gap Report. The report is designed to illustrate the average (mean and median) gender pay gap percentages for hourly rates of pay and bonus pay of full-pay employees.

Gender Pay Gap should not be confused with Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

At the snapshot date of 5th April 2017 the Company's workforce was predominantly male: 83.8% (369) compared to 16.2% (71) females. This is not surprising as traditionally our engineering business operations are not a career of choice for females.

HOURLY PAY SUMMARY

Hourly Summary	
Mean Gender Pay Gap in Hourly Pay	20.4%
Median Gender Pay Gap in Hourly Pay	16.0%

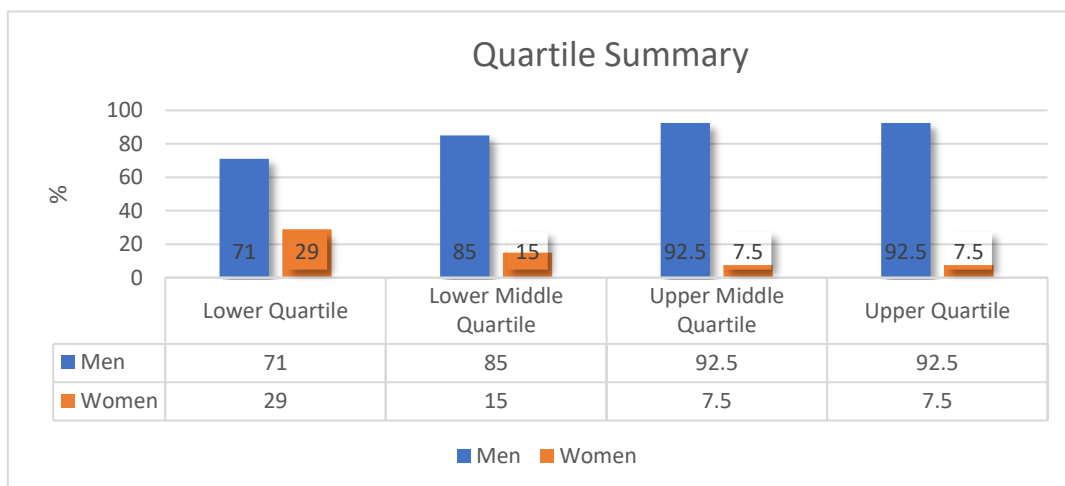
The Gender Pay Gap in the Company is predominantly driven by 3 key factors:

- there are more men in senior roles
- part time opportunities across our business are mainly filled by females
- our operations do not generally attract female applicants.

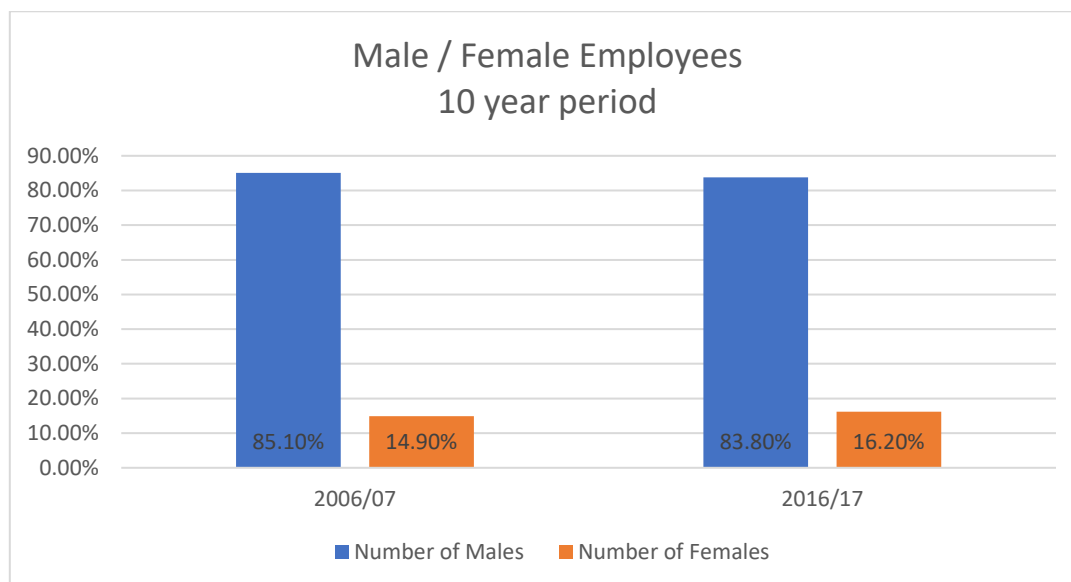
The Company is confident that men and women are paid equally for doing equivalent jobs across our business.

BONUS SUMMARY

Bonus Summary		
A	Proportion of males with Bonus	91%
B	Proportion of females with Bonus	92.1%
C	Mean Gender Pay Gap in Bonus	41.8%
D	Median Gender Pay Gap in Bonus	20.8%



The Company does not currently employ any female Board members. This reflects the nature of an industry which has not historically been perceived as an attractive sector for females.



There is a significant shortage of engineers in the UK which is a concern for both our Company and the wider economy. One of the biggest challenges is encouraging women to take up an engineering career. Currently only 9%* of engineers in the UK are female, the lowest in Europe.

Encouraging more females into senior and technical roles in the Company is one way in which a greater gender balance can be achieved. In the last 10 years, an increasing number of females have been appointed to senior and technical roles.

The Company will continue to take positive action to address gender gaps and to make sure its policies and practices reflect a commitment to equal opportunity regardless of gender.

Alexander Scott
Group Managing Director
March 2018