

2017 Gender Pay Gap Report

'We recognise that within our industry there is a prominent challenge regarding gender diversity. At Braemar, we value diversity and



continue to be committed to considering how we can further encourage diversity in each of our operations'.

James Kidwell
James Kidwell, CEO Braemar PLC

What are the gender pay gap figures?

The gender pay gap is defined as the difference between the mean and median hourly rate of pay that male and female colleagues receive. Every UK employer with a staff of 250 or more, including Braemar's UK operations, is now required by law to report on their firm's pay gap.

The charts below highlight our mean pay gap (the difference between average hourly earnings of men and women) and the median pay gap (the difference between the midpoints in the ranges of hourly earnings of men and women) based on hourly rate of pay and bonuses paid in the year to March 2018.

	Gender pay gap	Gender bonus gap	
	Mean -39.6	Mean -69.7	Female
	Median -28.7	Median -78.5	Female
			Male

What is our proportion of male and female colleagues that receive a bonus payment?



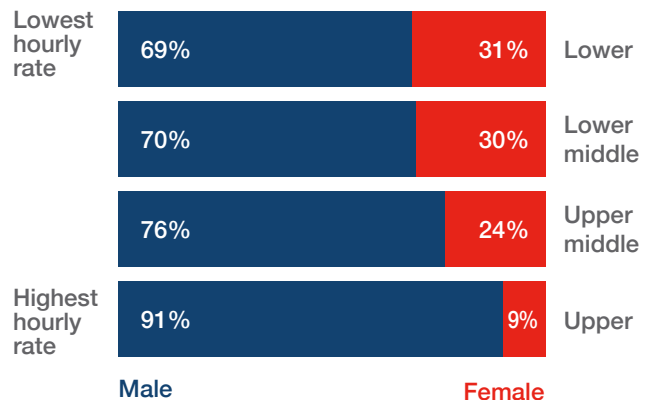
41% Male



33% Female

What is our proportion of male and female colleagues in each pay quartile?

The chart below shows the gender split when we order hourly rate of pay from lowest to highest and group into four equal quartiles.



Conclusion

We believe that men and women are paid equally for doing equivalent jobs across our organisation. The main reason for our organisation's wide gender pay gap is an imbalance of male and female colleagues across the organisation. At the moment, in each of our pay scales there are fewer women than men, this is particularly noticeable as we look at our senior roles.