



**GENDER PAY REPORT**  
as at APRIL 2020

**WEIYU ME**



## INTRODUCTION

At Meiyume, we are committed to building the best platform for equality, diversity and inclusion in the workplace. As we continue to strive to be an employer of choice, we believe diversity is about recognising and embracing difference. It's about acknowledging the benefit of having a range of perspectives within our workforce that are representative of the local population as well as our customer base. Therefore, regardless of gender, we aim to support our people, to develop and be their best and in turn, our team, our business, and our customers will continue to grow and thrive.

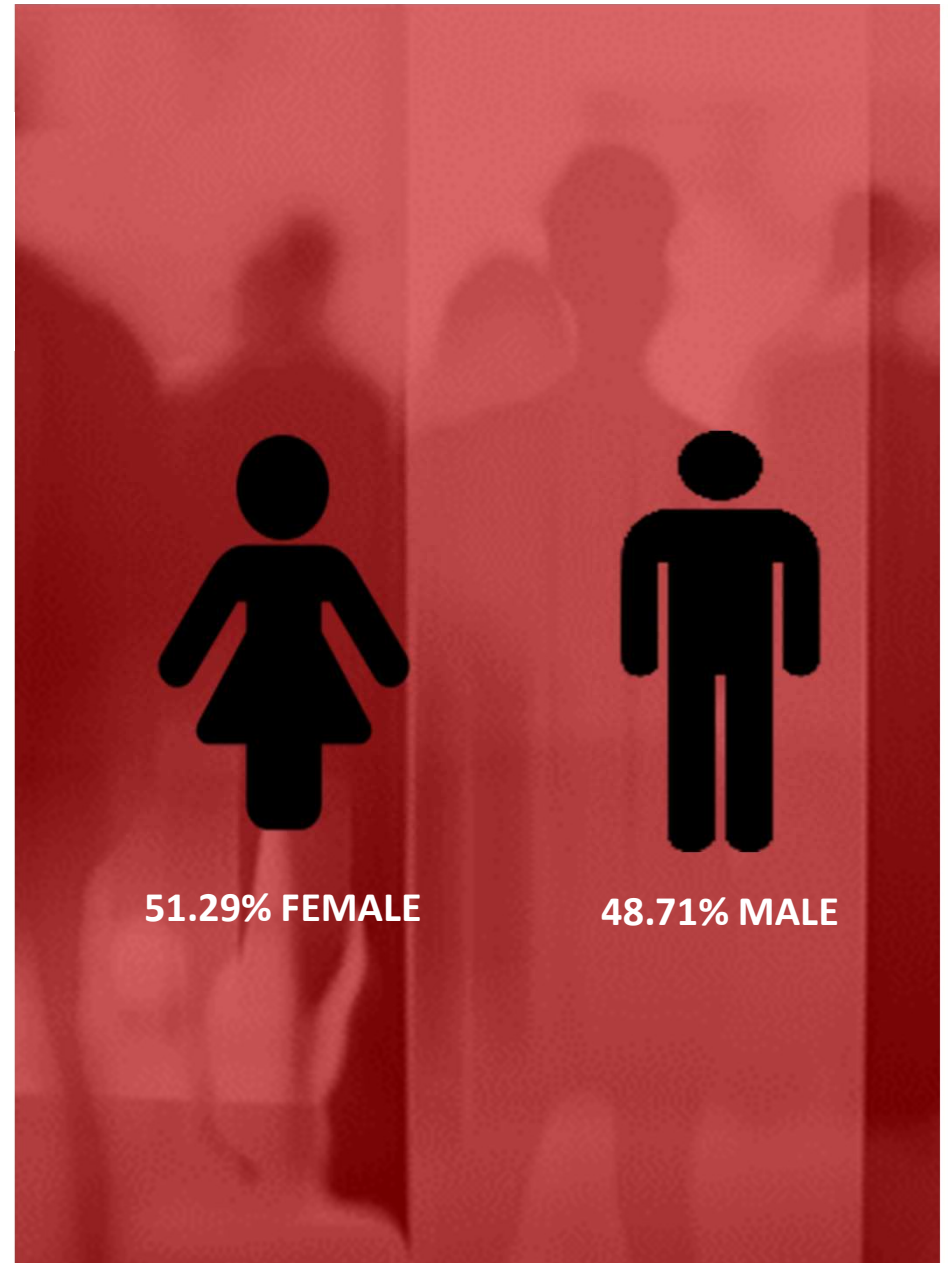
Our team is broadly balanced between genders, so it should come as no surprise to know that gender equality is extremely important to us.

This gender pay gap report shows the difference between the average hourly pay (excluding overtime) of men and women as at 5<sup>th</sup> April 2020. It sets out the mean and median pay gap, the bonus mean and median gap and the percentage of female and male colleagues who received a bonus payment, including the percentage of females and males in each pay quartile.

Gender pay gap is not the same as Equal Pay. Equal pay deals with pay discrimination when one gender is paid differently for carrying out the same, similar, or work of equal value.

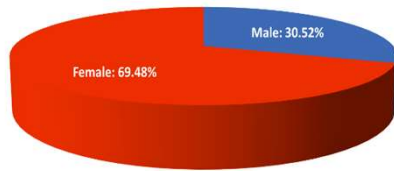
## PERCENTAGE OF FEMALE AND MALE COLLEAGUES

We continue to have a balanced gender profile in our team, which can also be seen within the gender split of our leadership team.



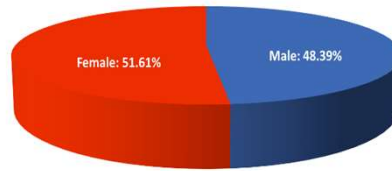
## PAY QUARTILES

Lower Quartile



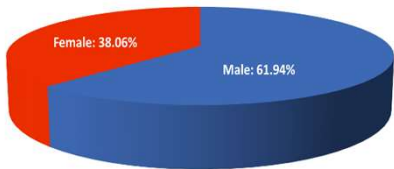
Mean: 2.29%      Median: 3.11%

Lower Middle Quartile



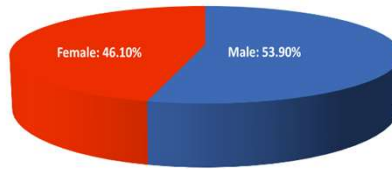
Mean: 0.77%      Median: -1.26%

Upper Middle Quartile



Mean: 3.08%      Median: 6.51%

Upper Quartile



Mean: -12.61%      Median: -5.51%

Overall, our mean gender pay gap is 5.24% and the median is 14.09%. Our gender pay gap remains lower than the national average pay gap of 15.5% (based on data from the Office of National Statistics' Annual Survey of Hours and Earnings 2020).

BONUS GAPS

Median bonus gap:



Female colleagues receiving a bonus:

30.37%

Male colleagues receiving a bonus:

20.70%

Mean bonus gap:



## WHAT WE WILL DO TO ADDRESS OUR GENDER PAY GAP

We remain committed to fostering a fair and respectful workplace for all colleagues and will continue to support our female colleagues to reach their full potential.

With this in mind, we will:

- Continue to focus on our Equality, Diversity and Inclusion agenda, making sure all colleagues receive appropriate training and support
- Review our talent acquisition processes, making sure that our methods of attraction are non-gender biased, with the aim of attracting and retaining the best talent, regardless of gender
- Focus on a longer-term goal to invest in talent programmes that build a strong talent pipeline with the aim of promoting from within
- Continue to reinforce our pay strategy that is performance and skills based, and ensure fairness in pay for all roles

**WE CONFIRM THAT THE INFORMATION CONTAINED WITHIN THIS REPORT, TO THE BEST OF OUR KNOWLEDGE IS ACCURATE.**



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