

## 2018 Gender Pay Gap Report

BrightHouse is committed to equality in the workplace and is confident that men and women are paid equally for doing equivalent jobs across our business. We are working to address any gender bias in our recruitment and promotion practices.

BrightHouse has a mean gender pay gap of 19.83%, or 12.85% on a median basis. Over the last year, our mean gender pay gap has improved by 0.69% and our median gender pay gap has improved by 2.18%.

BrightHouse is a trading name of Caversham Finance Ltd. These results aggregate the results from Caversham Finance Ltd and Caversham Trading Ltd, the two group companies that employ BrightHouse colleagues.

These figures primarily result from the different gender balances that exist across our business. In particular, among part-time colleagues, staff in our stores and workers in our supply chain and engineering division.

I confirm that the data reported is accurate.



**Emer Lyman**  
People Director

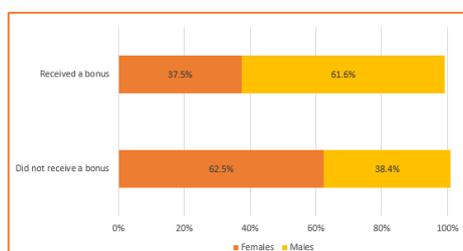
### Pay and Bonus Gap

The table to the right shows the results of our analysis of salaries on 5 April 2018 and bonuses paid in the prior 12 months.

	Mean Pay Gap	Median Pay Gap
Hourly Rate	19.83%	12.85%
Bonus Pay	38.16%	19.00%

A pay gap exists for a number of reasons:

- Firstly, there is a higher proportion of men in more senior roles and a higher proportion of women in our store estate.
- Secondly, there is a greater proportion of men in higher-paid functions, such as in engineering and IT roles.
- Thirdly, women make up the majority of the part-time workforce and part-time work is more readily available in lower-paid functions. Overall, 22% of BrightHouse colleagues work part-time and 89% of those are women.



### Bonus Payments

As shown in this table, for the reasons already given above, more men than women received bonus payments in the twelve months prior to 5 April 2018. The mean gender bonus pay gap was 38.16%, while the median gender bonus pay gap was exactly 19%.

### Pay Quartiles

The table to the right shows the gender distribution at BrightHouse across four equally sized quartiles, each containing approximately 560 colleagues. The gender pay gap in each quartile is: Bottom Quartile -4.7%; Lower Middle Quartile 1.7%; Upper Middle Quartile -1.6%; Upper Quartile 18.2%.

