

BrightHouse 2017 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 20.52%, or 15.03% on a median basis. BrightHouse is a trading name of Caversham Finance Ltd. These results are an aggregate of 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, particular among part-time workers and sales and advisory staff in our stores and in our supply chain and engineering division. I confirm that the data reported is accurate.



Emer Lyman
Director of Human Resources

Pay and Bonus Gap

The table to the right shows the results of our analysis of salaries on 5 April 2017 and bonuses paid in the 12 months prior to March 2017.

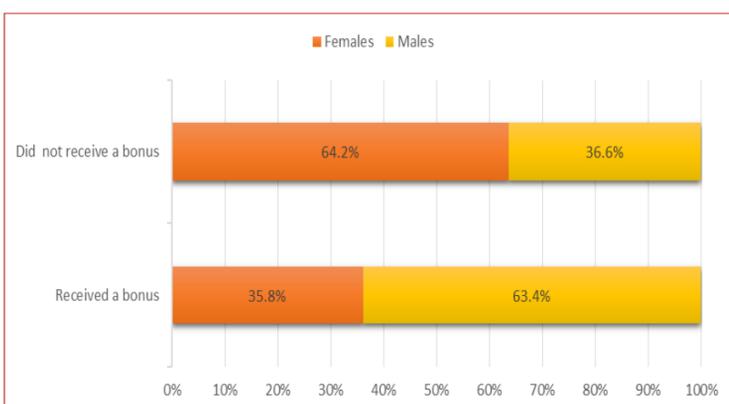
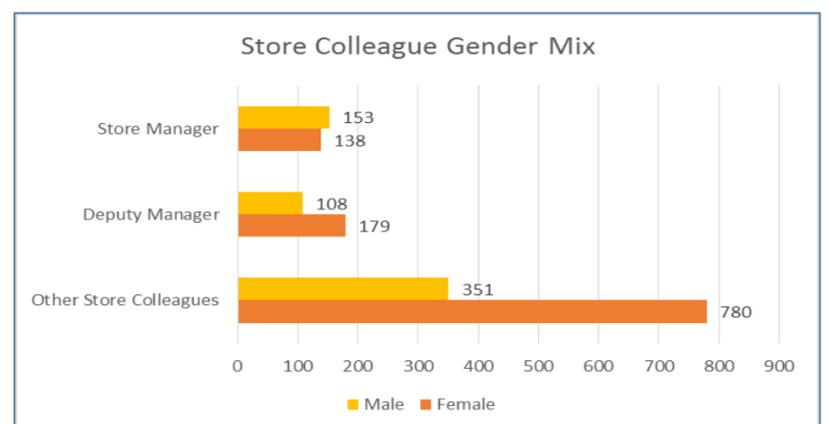
A pay gap exists for a number of reasons.

Firstly, there is a higher proportion of men in more senior roles. The second table to the right shows the female-to-male ratios in our store network, which makes up about 75% of our total workforce.

Secondly, there is a higher proportion of men in higher-paid functions, such as in engineering and IT roles.

Further, women make up three-quarters 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 88% of those are women.

	Mean Pay Gap	Median Pay Gap
Hourly Rate	20.52%	15.03%
Bonus Pay	22.43%	-3%



Bonus Payments

In terms of bonus, overall fewer women currently receive bonus payments because a greater proportion of colleagues who are eligible for bonus are men. The table below shows the proportion of colleagues who received bonus payments in 2017. On a median basis, our bonus pay gap is -3%. This is because women who do qualify for bonus are in more senior positions so their achievable bonus is higher, as it is a percentage of salary.

Pay Quartiles

The table below shows the gender distribution at BrightHouse across four equally sized quartiles, each containing about 700 colleagues. In terms of the gender pay gap in each quartile, it is: Lower Quartile -2%; Lower Middle Quartile is 2%; Upper Middle Quartile is -0.2%; Upper Quartile 19.6%.

