

Figures transferred from detailed gender pay analysis:

Original data sources:

- a) APD Freedom Payroll System - 2016/17 Pay Period 12
- b) ADP EzLabor Time & Attendance System - 2016/17 Pay Period 12
- c) 2016 Sales & KPI Bonus Tracker

	Relevant Employees	Full-pay Employees	Bonus	Hourly Pay
No. Employees All	506	429	490	
No. Employees (M)	361	312	349	
No. Employees (F)	145	117	141	
£ Relevant Emp All			1571044.62	6878.74
£ Relevant Emp (M)			1406280.68	5378.93
£ Relevant Emp (F)			164763.94	1499.82
£ Full Pay Emp All				6394.77
£ Full Pay Emp (M)				5065.72
£ Full Pay Emp (F)				1329.04

**1) Mean Gender Pay Gap**

A.	Mean hourly pay rate of all male full-pay employees	5065.72 / 312	16.24	
B.	Mean hourly pay rate of all female full-pay employees	1329.04 / 117	11.36	
			(A - B / A x100)	<b>30.04%</b>

**2) Median Gender Pay Gap**

A.	Median hourly pay rate of all male full-pay employees	312 / 2 = 156 (mean av of employee 156 (£12.13) & 157 (£12.16))	12.145	
B.	Median hourly pay rate of all female full-pay employees	117 / 2 = 58.5 (employee 59)	9.72	
			(A - B / A x100)	<b>19.96%</b>

**3) Mean Bonus Gender Pay Gap**

A.	Mean bonus pay of male relevant employees receiving bonus	1406280.68 / 349	4029.46	
B.	Mean bonus pay of female relevant employees receiving bonus	164763.94 / 141	1168.54	
			(A - B / A x100)	<b>71.00%</b>

**4) Median Bonus Gender Pay Gap**

A.	Median bonus pay of male relevant employees receiving bonus	349 / 2 = 174.5 (employee 175)	200.00	
B.	Median bonus pay of female relevant employees receiving bonus	141 / 2 = 70.5 (employee 71)	200.00	
			(A - B / A x100)	<b>0.00%</b>

**5) Proportion of Males Receiving Bonus**

A.	Number of male relevant employees paid bonus		349.00	
B.	Total number of male relevant employees		361.00	
			(A / B x100)	<b>96.67%</b>

**6) Proportion of Females Receiving Bonus**

A.	Number of female relevant employees paid bonus	141.00	
B.	Total number of female relevant employees	145.00	
		(A / B x100)	<b>97.24%</b>

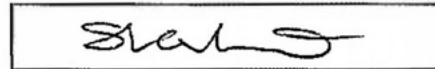
**7) Proportion of Males & Females in each Quartile Pay Band**

Lower Quartile	A.	Number of male full-pay relevant employees	62.00 (A / C x100)	<b>57.40%</b>
	B.	Number of female full-pay relevant employees	46.00 (B / C x100)	<b>42.60%</b>
	C.	Total full-pay relevant employees	108.00	
Lower Middle Quartile	A.	Number of male full-pay relevant employees	77.00 (A / C x100)	<b>71.96%</b>
	B.	Number of female full-pay relevant employees	30.00 (B / C x100)	<b>28.04%</b>
	C.	Total full-pay relevant employees	107.00	
Upper Middle Quartile	A.	Number of male full-pay relevant employees	81.00 (A / C x100)	<b>75.70%</b>
	B.	Number of female full-pay relevant employees	26.00 (B / C x100)	<b>24.30%</b>
	C.	Total full-pay relevant employees	107.00	
Upper Quartile	A.	Number of male full-pay relevant employees	92.00 (A / C x100)	<b>85.98%</b>
	B.	Number of female full-pay relevant employees	15.00 (B / C x100)	<b>14.02%</b>
	C.	Total full-pay relevant employees	107.00	

**8) Written Statement:**

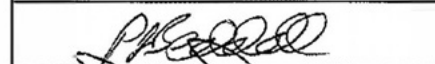
This gender pay gap report covers all relevant Legrand Electric Limited employees who were in the Company's employ on the relevant snap shot date. The data used is actual pay and attendance information from the Company's Payroll, T&A and Annual Bonus records. The gender pay results herein are an accurate record of the Company's position at the snap shot date and are a direct reflection of the way the Company has developed, both organically and through its' many business acquisitions, over many years within an undeniably male dominated industry. The Legrand Group and Legrand Electric Limited have embarked on a long term CSR based project (Elle @ Legrand) to address inequalities and improve working conditions within its' many work places. Initiatives to encourage females to join our industry and hopefully our Company, along with actions to encourage and help those who are already with us to stay and develop, are all core to this project.

Report produced by:



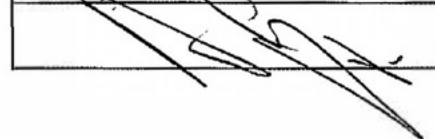
Stephen Castle - Senior HR Advisor

Report validated by:



Peter Beddall - HR Director

Report approved by:



Tony Greig - CEO