

**Gender Pay Gap Report - Legrand Electric Limited (CM, WD, PD, AL&H, EC) - 2018**

Figures transferred from detailed gender pay analysis:

Original data sources:

- a) APD iHCM Payroll System - 2017/18 Pay Period 12
- b) ADP Realtime Time & Attendance System - 2017/18 Pay Period 12
- c) 2017 Sales & KPI Bonus Tracker

	Relevant Employees	Full-pay Employees	Bonus	Hourly Pay
No. Employees All	751	536	735	
No. Employees (M)	520	389	510	
No. Employees (F)	231	147	225	
£ Relevant Emp All			2143891.65	10929.28
£ Relevant Emp (M)			1879097.47	8561.46
£ Relevant Emp (F)			264794.18	2367.82
£ Full Pay Emp All				9067.59
£ Full Pay Emp (M)				7318.80
£ Full Pay Emp (F)				1748.79

**1) Mean Gender Pay Gap**

A. Mean hourly pay rate of all male full-pay employees	7318.80	÷	389	18.81
B. Mean hourly pay rate of all female full-pay employees	1748.79	÷	147	11.90
				(A - B ÷ A x100) <b>36.77%</b>

**2) Median Gender Pay Gap**

A. Median hourly pay rate of all male full-pay employees	389	÷	2 =	195	16.14
B. Median hourly pay rate of all female full-pay employees	147	÷	2 =	74	9.95
					(A - B ÷ A x100) <b>38.34%</b>

**3) Mean Bonus Gender Pay Gap**

A. Mean bonus pay of male relevant employees receiving bonus	1879097.47	÷	510	3684.50
B. Mean bonus pay of female relevant employees receiving bonus	264794.18	÷	225	1176.86
				(A - B ÷ A x100) <b>68.06%</b>

**4) Median Bonus Gender Pay Gap**

A. Median bonus pay of male relevant employees receiving bonus	510	÷	2 =	255	200.00
B. Median bonus pay of female relevant employees receiving bonus	225	÷	2 =	113	200.00
					(A - B ÷ A x100) <b>0.00%</b>

**5) Proportion of Male Receiving Bonus**

A. Number of male relevant employees paid bonus				510.00
B. Total number of male relevant employees				520.00
				(A ÷ B x100) <b>98.08%</b>

6) Proportion of Females Receiving Bonus

A.	Number of female relevant employees paid bonus	225.00	
B.	Total number of female relevant employees	231.00	
			(A ÷ B x100) <b>97.40%</b>

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

Lower Quartile (4)	A.	Number of male full-pay relevant employees	70.00 (A ÷ C x100)	<b>52.24%</b>
	B.	Number of female full-pay relevant employees	64.00 (B ÷ C x100)	<b>47.76%</b>
	C.	Total full-pay relevant employees	134.00	
Lower Middle Quartile (3)	A.	Number of male full-pay relevant employees	89.00 (A ÷ C x100)	<b>66.42%</b>
	B.	Number of female full-pay relevant employees	45.00 (B ÷ C x100)	<b>33.58%</b>
	C.	Total full-pay relevant employees	134.00	
Upper Middle Quartile (2)	A.	Number of male full-pay relevant employees	105.00 (A ÷ C x100)	<b>78.36%</b>
	B.	Number of female full-pay relevant employees	29.00 (B ÷ C x100)	<b>21.64%</b>
	C.	Total full-pay relevant employees	134.00	
Upper Quartile (1)	A.	Number of male full-pay relevant employees	125.00 (A ÷ C x100)	<b>93.28%</b>
	B.	Number of female full-pay relevant employees	9.00 (B ÷ C x100)	<b>6.72%</b>
	C.	Total full-pay relevant employees	134.00	

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, including the arrival through acquisition of approximately 200 new employees who have notably affected these figures. The Legrand Group and Legrand Electric Limited are working on a long term CSR based project (Elle @ Legrand) with the purpose of addressing 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.

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