Epwin Group

Gender Pay Gap
Report 2018
Epwin Group Plc

2018 GENDER PAY GAP REPORT

All UK companies with 250 or more employees on 5 April 2018 must report annually details of their gender pay and bonus gap. Epwin Group is publishing its 2018 annual gender pay gap report for its legal entities that employ more than 250 people. All of the Group’s employees are UK based and principally employed by one of two legal entities. The larger, Specialist Building Products Limited, is in scope as it employs more than 250 people in the UK.

We have also taken the opportunity to voluntarily publish a gender pay gap report for Epwin Group Plc which covers Epwin Group’s entire UK workforce.

Epwin operates in the manufacturing sector, which historically has a significantly higher proportion of male employees, 86.5% of Epwin Group employees are male. Having a greater awareness of the Gender Pay information enables us to take a holistic view of our company and we continue to monitor our gender pay gap, focusing on ways to attract, retain and develop our diverse workforce.

Having compared the 2017 to 2018 reports, we are confident that we pay men and women equally for work of equal value, any differences from last year to this is not an indication there is differential due to gender.

Epwin continues to be committed to best corporate practices and ethical values and aims to put in place measures to create a diverse and inclusive place to work across all levels and locations of the business.

We confirm that Epwin Group Plc’s gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jonathan Bednall
For and on behalf of the Board of Directors of Epwin Group Plc
What is gender pay gap?

A gender pay gap is the difference between average earnings of men and women across an entire entity shown as mean (average) and median (mid-point) pay and earnings. The gender pay gap is not about equal pay. Equal pay is about job roles and deals with pay differences between men and women who are carrying out the same job.

Epwin Group Plc

Pay and bonus comparison between women and men (at 5th April 2018)

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly Pay</td>
<td>0.5%</td>
<td>3.2%</td>
</tr>
<tr>
<td>Bonus</td>
<td>-62%</td>
<td>10.4%</td>
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</tbody>
</table>

Proportion of employees receiving a bonus in 12 months preceding 5th April 2018. Bonus calculations include, Productivity, Attendance, Sales and Management bonus.

45.7% of women paid a bonus

46.5% of men paid a bonus

Distribution of employees across pay quartiles (at 5th April 2018)

The chart above shows the gender distribution across our business in four quartiles based on pay bands. There is a significantly greater proportion of male employees across all levels of our business reflecting the nature of our business and the sector in which we operate.

Specialist Building Products Limited

Pay and bonus comparison between women and men (at 5th April 2018)

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly Pay</td>
<td>0.3%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Bonus</td>
<td>-69.5%</td>
<td>2.8%</td>
</tr>
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</table>

Proportion of employees receiving a bonus in 12 months preceding 5th April 2018. Bonus calculations include, Productivity, Attendance, Sales and Management bonus.

45.5% of women paid a bonus

44.3% of men paid a bonus

Distribution of employees across pay quartiles (at 5th April 2018)

The chart above shows the gender distribution across our business in four quartiles based on pay bands. There is a significantly greater proportion of male employees across all levels of our business reflecting the nature of our business and the sector in which we operate.