

# Loop's Gender Pay Gap

March 2019



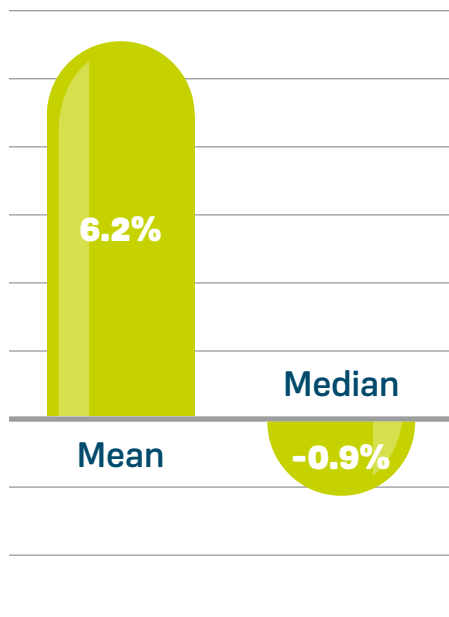
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All companies with more than 250 employees are required to publish their gender pay gap data. We provide customer service and billing for our sister company, Yorkshire Water, and we employ around 700 people to help us do this.

The methodology for calculating the gender pay gap and its reporting is determined by law. The data used for the first publication must be as at 5 April 2018 and must be published on the government website and our website no later than 4 April 2019. More details about the methodology used to report our gender pay gap can be found at [genderpaygap.campaign.gov.uk](http://genderpaygap.campaign.gov.uk)

We provided our pay data for our employees to Ernst & Young to provide external verification of the calculations and reporting of the gender pay gaps.

## Loop Ordinary Pay Gap



### National Average Mean Pay Gap

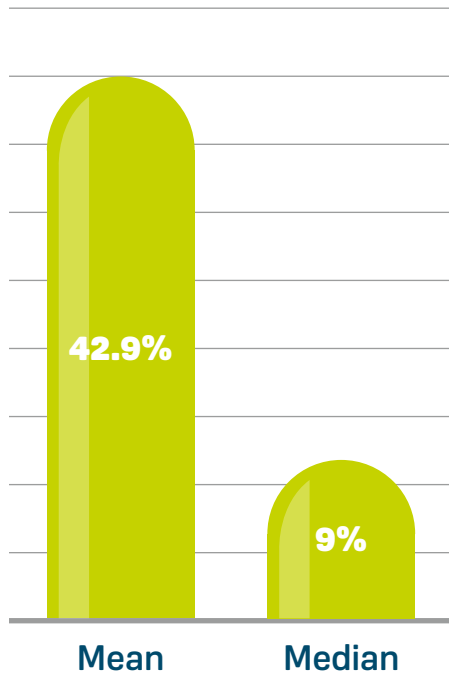
17.1%

### National Average Median Pay Gap

17.9%

\*based on figures from 2018 Office of National Statistics (ONS) Survey

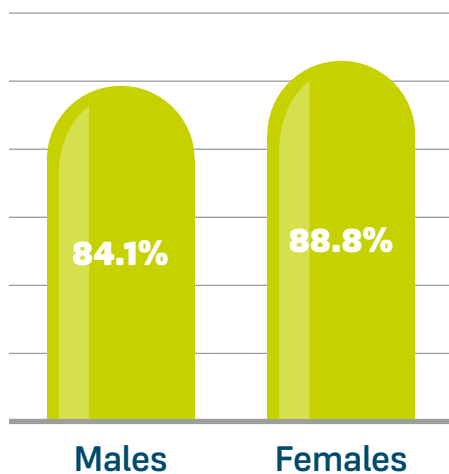
## Bonus Pay Gap



The bonus gap is significant because of a single outlier and due to the rules about reporting of bonuses to part time staff.

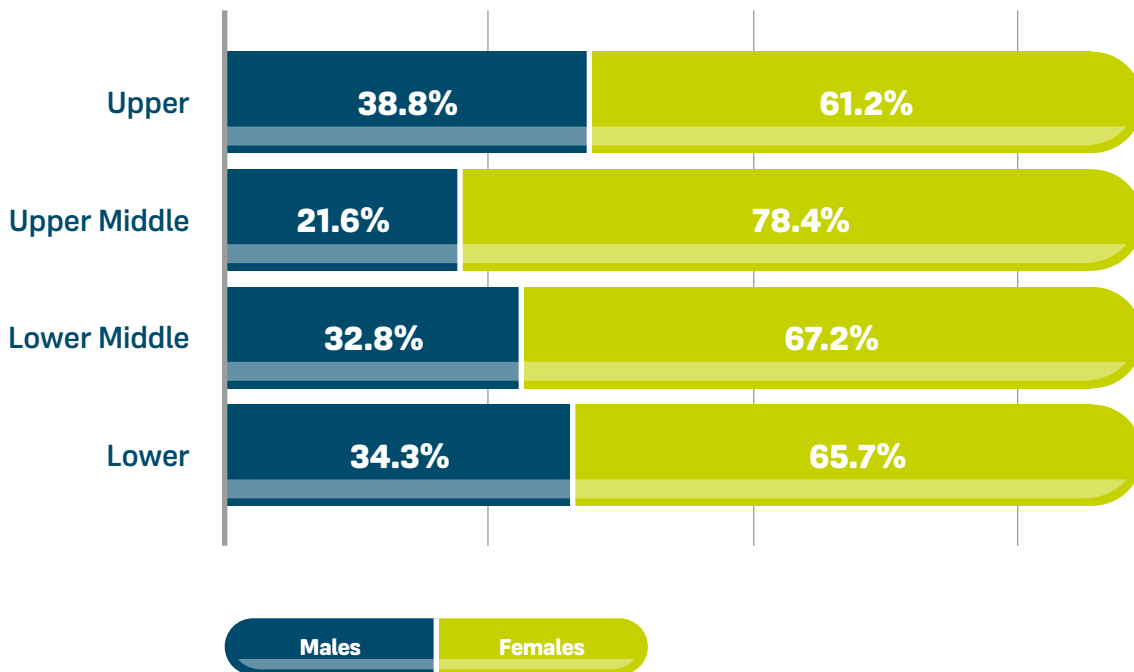
These state that bonus calculations cannot be prorated for part time workers when reporting the gaps. Loop has a considerable number of part time workers and therefore prorating would have the effect of reducing the gap.

## Percentage Receiving Bonus



## Distribution of Employees by Quartile

Nearly 70 per cent of Loop employees are female, with the distribution in the upper quartile being over 60 per cent.



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