

Gender Pay Gap Reporting

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men per hour.

From 2017, any organisation that has 250 or more employees is required to share some key information about their gender pay gap.

Gender pay differs from "equal pay" which looks at pay differences between people carrying out the same or comparable work.

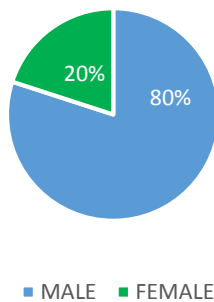
Across Hargreaves Services plc and its subsidiaries ("the Group", "Hargreaves") we employ approximately 1,800 employees albeit our employees are spread over several different trading entities. We have three companies with employees of over 250, being Hargreaves (UK) Services Limited, Hargreaves Surface Mining Limited and Hargreaves Industrial Services Limited.

The national average gender pay gap for 2016 was 18.1%, both Hargreaves Surface Mining Limited and Hargreaves Industrial Services Limited are below this however, Hargreaves (UK) Services Limited is significantly higher.

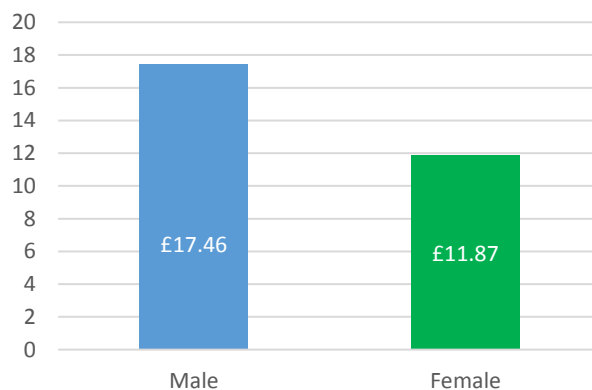
All of these figures have been calculated according to the gender pay gap reporting regulations. Hourly rates include basic pay, allowances and shift premium pay, but not overtime.

Hargreaves (UK) Services Limited Gender Pay Reporting (results published as at 5th April 2017)

Hargreaves (UK) Services Limited

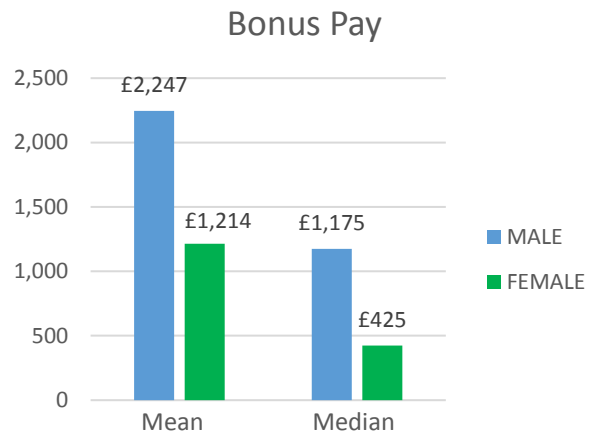
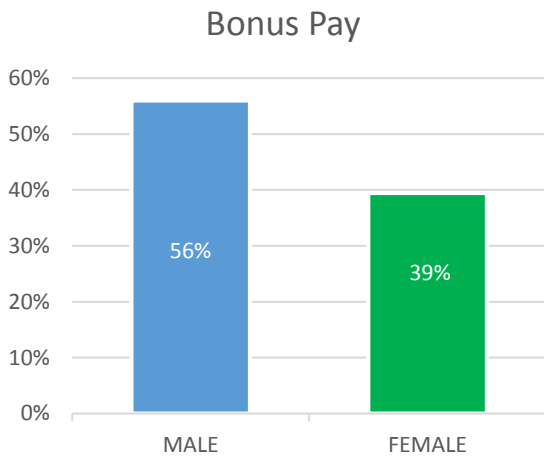
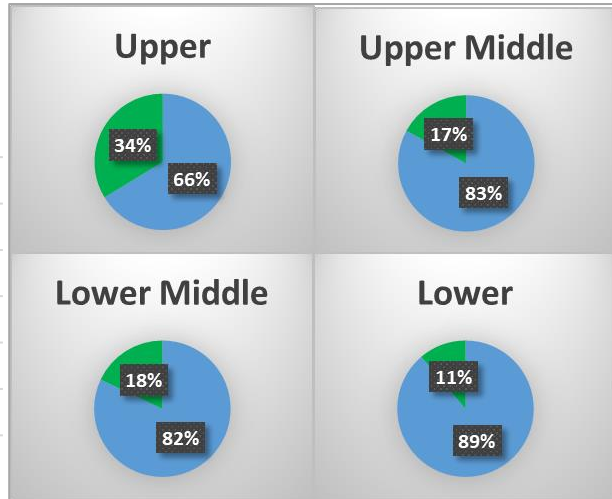
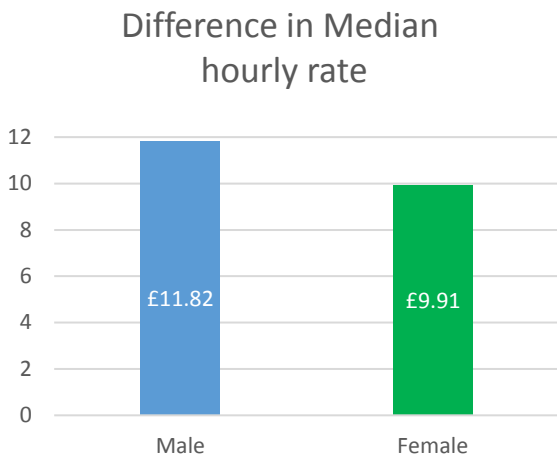


Difference in Mean hourly rate



The Hargreaves (UK) Services Limited gender pay gap, 5th April 2017 was 32.0%.

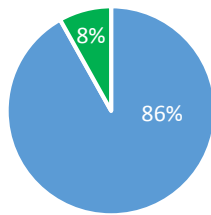
This is the difference in mean (average) hourly rate between men and women. Within Hargreaves (UK) Services Limited there are three main areas: Logistic Services, Coal Production and Distribution and Plant Operations. The majority of the roles within these three sectors are shift work and irregular working patterns which are predominately occupied by men. The median gender pay gap was 16.2%.



Quartile pay band distribution is calculated by categorising the male to female ratio in each pay band. Women are most represented in the upper quartile which is down to our Group head office.

Hargreaves Surface Mining Limited Gender Pay Reporting (results published as at 5th April 2017)

Hargreaves Surface Mining Limited



■ Male ■ Female

Difference in Mean hourly rate



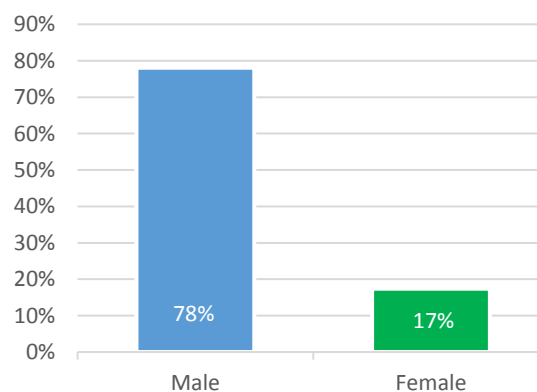
The Hargreaves Surface Mining Limited gender pay gap, 5th April 2017 was 14.3%.

Hargreaves Surface Mining Limited can be separated into mining and quarrying, and our property operations. The majority of roles are labour intensive on site and the business is supported by regional offices that are predominately female. The median gender pay gap was 1.7%.

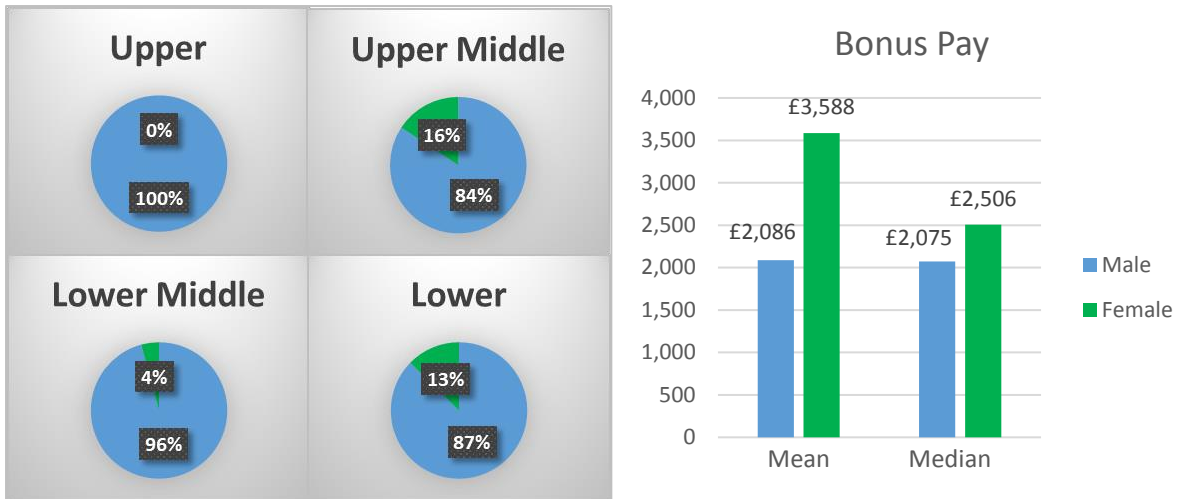
Difference in Median hourly rate



Bonus Pay



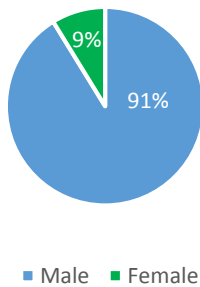
Whilst the male to female ratio within this business means more males receive bonuses, the bonus value is higher for females than males.



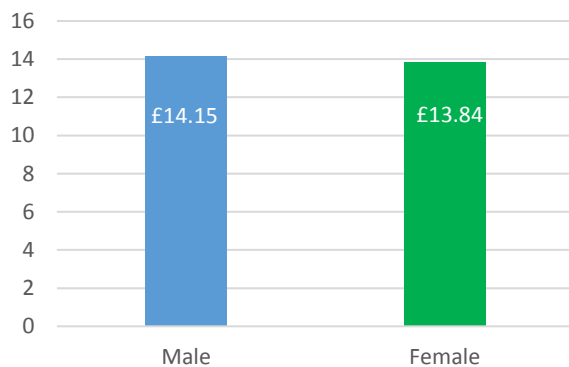
Quartile pay band distribution shows that females are represented in all but one quartile demonstrating a lower proportion of women in more senior roles within this business.

Hargreaves Industrial Services Limited Gender Pay Reporting (results published as at 5th April 2017)

Hargreaves Industrial Services Limited

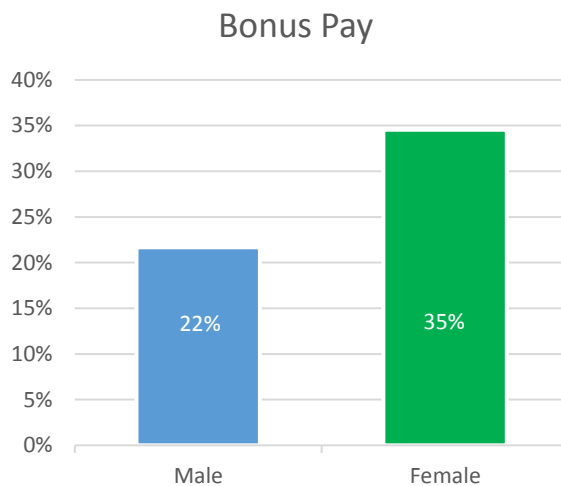
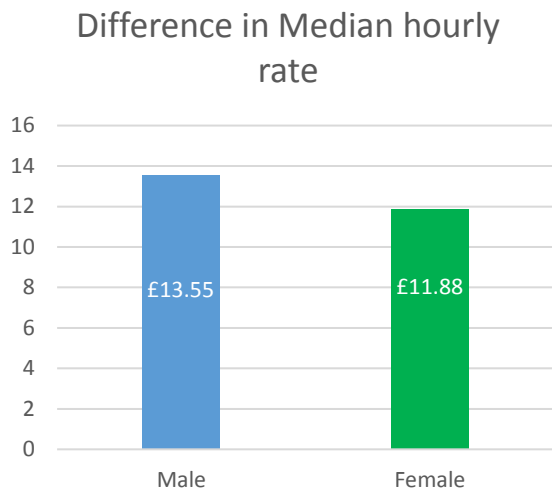


Difference in Mean hourly rate

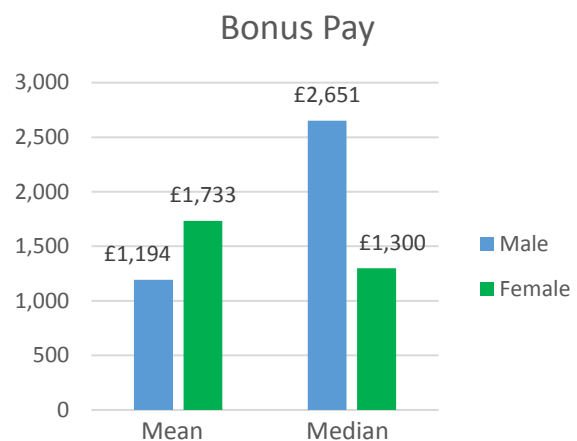
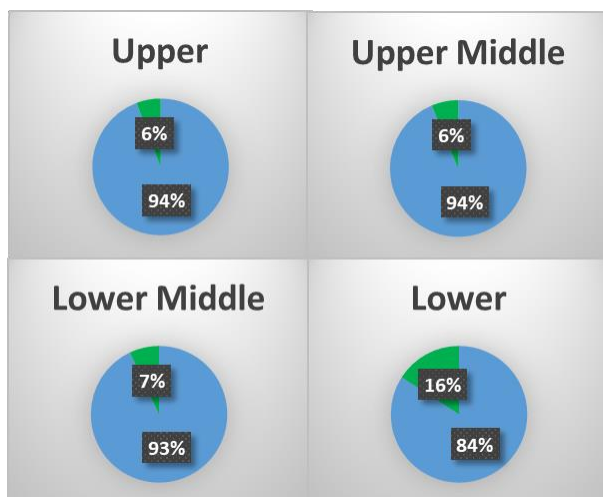


The Hargreaves Industrial Services Limited gender pay gap, 5th April 2017 was 2.2%.

Hargreaves Industrial Services Limited provides a range of industrial site services to the power generation, steel and other industrial sectors. The services engaged in are varied and include material handling and operations and maintenance. The company is predominantly male due to the transient nature of the works however, the business has a large regional head office that has a number of females in senior roles hence the low gender pay gap. The median gender pay gap was 12.3%.



Within this business we can see that although the male to female ratio is higher, more females than males receive bonuses. This is due to the upper and upper middle roles eligible for bonuses and having women in senior management roles within the business.



Summary

The causes of gender pay gap are varied and overlapping. The sectors Hargreaves operates in lead to more males applying for positions than females. However, this snapshot of data does demonstrate that there are no barriers for women to progress to senior roles with eligibility to receive additional allowances i.e. bonuses. We hope that by publishing this information, more women will be interested in a future with Hargreaves.

We are continuing to examine our gender pay gaps within our businesses and are committed to the Equality Act 2010. Transparency about our gender pay gap is important to us as we begin to tackle the root cause behind the gap. We will continue to monitor and update our facilities and sites to ensure they are accessible for all.

This statement on gender pay gap is accurate as of 5th April 2017

Gayle Mulvaney
Group Treasurer