

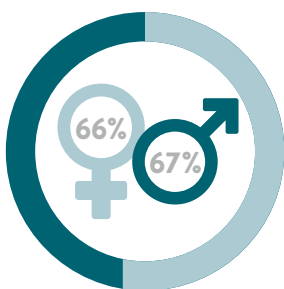
# HCR GENDER PAY GAP REPORT 2018

Legal reporting requirements

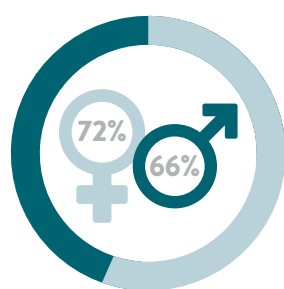
AVERAGE PAY GAP		
	Mean	Median
2018	25.83%	36.22%
2017	20.51%	32.71%

AVERAGE BONUS GAP		
	Mean	Median
2018	43.57%	34.12%
2017	36.19%	61.21%

## PROPORTION RECEIVING BONUS



2017



2018

This measure reports the proportion of women to men receiving a bonus.



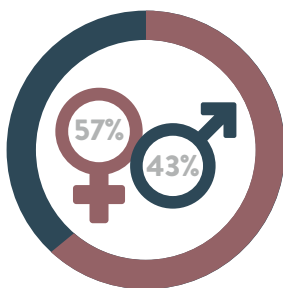
Female



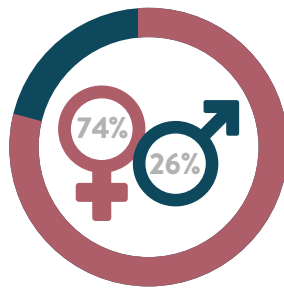
Male

## QUARTILES

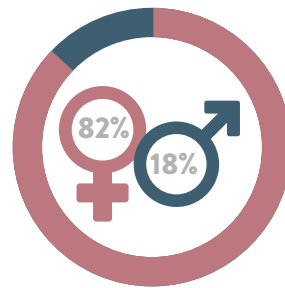
2018



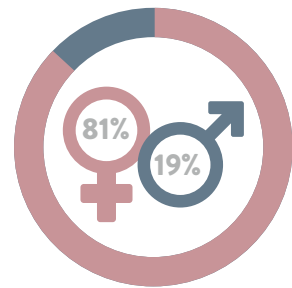
UPPER



UPPER MID



LOWER



LOWER MID

2017

UPPER		UPPER MID		LOWER		LOWER MID	
F	M	F	M	F	M	F	M
59%	41%	74%	26%	86%	14%	74%	26%

The quartile measure divides the employee population into four using their hourly rate. It is expressed as a percentage of gender in each quartile and used to see if men and women are paid equally in each quartile.