

## Totally Local Company Ltd Gender Pay Gap Statement (2018)

Reflecting the diversity of our customers and communities by attracting and retaining diverse local talent is vital to satisfy the needs of our customers and future growth.

We are passionate about creating a fulfilling, diverse and inclusive place to work, with equality and fairness at the heart of our values, policies and daily practices. We strive to ensure that women have the same opportunity to achieve strong career progression and pay as men in what has historically been a predominantly a male environment. Our Gender pay report follows the latest methodology set by the UK Government and covers the period March 2018 for Totally Local Company Ltd, comparing what all male and female colleagues are paid on average across the business and measuring the difference between male and female averages. We believe that this transparency will improve collective understanding of the complex factors that contribute to the gender pay gap and empower our company and encourage positive change.

Importantly, the full report is designed to identify actions we may need to take to help close any gap completely, including improved policies, enhanced coaching and development for future female leaders with the creation of Passport to Leadership and sharpening our focus on building an inclusive and gender balanced talent pipeline by attracting, developing and retaining our people. There's always more we can do and we are confident that our approach will help close our gender pay gap and support our goal of being an employer of choice and improve our position.

### Totally Local Company Ltd.'s Calculations

<b>Difference in Mean Hourly Rate of Pay (Cumulative)</b>	<b>Difference in Median Hourly Rate of Pay (Cumulative)</b>
Male            £11.63 Female          £10.88  $\frac{(\pounds 11.63 - \pounds 10.88)}{11.63} \times 100 = \underline{\underline{6.45\%}}$	Male            £10.44 Female          £8.46  $\frac{(\pounds 10.44 - \pounds 8.46)}{10.44} \times 100 = \underline{\underline{18.97\%}}$
<b>Difference in Mean Hourly Rate of Pay (Old Terms)</b>	<b>Difference in Median Hourly Rate of Pay (Old Terms)</b>
Male            £12.31 Female          £10.98  $\frac{(\pounds 12.31 - \pounds 10.98)}{12.31} \times 100 = \underline{\underline{10.80\%}}$	Male            £11.74 Female          £9.21  $\frac{(\pounds 11.74 - \pounds 9.21)}{11.74} \times 100 = \underline{\underline{21.55\%}}$
<b>Difference in Mean Hourly Rate of Pay (New Terms)</b>	<b>Difference in Median Hourly Rate of Pay (New Terms)</b>
Male            £10.63 Female          £10.79  $\frac{(\pounds 10.63 - \pounds 10.79)}{10.63} \times 100 = \underline{\underline{-1.51\%}}$	Male            £9.37 Female          £8.45  $\frac{(\pounds 9.37 - \pounds 8.45)}{9.37} \times 100 = \underline{\underline{9.82\%}}$

