



We care for what you wear

Gender Pay Gap Report 2017 - Johnsons Apparelmaster Limited

Under new legislation that came into force in April 2017, all companies with 250 or more employees must publish and report specific figures about their gender pay gap. The legislation therefore applies to Johnsons Apparelmaster Limited (“the Company”), a wholly owned subsidiary of Johnson Service Group PLC (“the Group”), which employs greater than 99% of employees within the Group.

Employers must publish the gap in pay between men and women on both a mean basis (average hourly salary) and a median basis (pay per hour based on the person ‘in the middle’ of the distribution of pay). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. In relation to bonus pay, employers are required to disclose both a mean and median basis for average bonus pay received in the financial year 2016/17. Furthermore, percentages of employees receiving bonuses by gender must be disclosed.

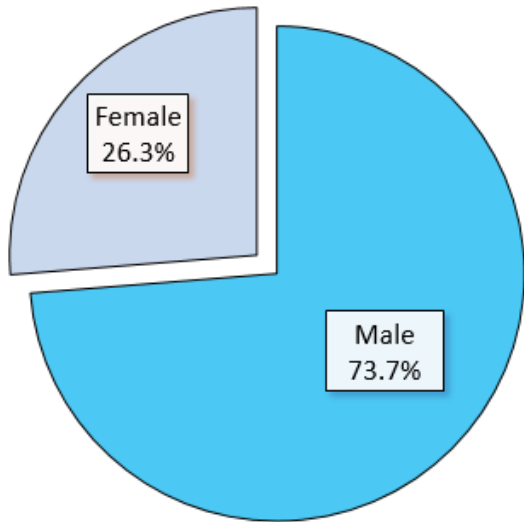
As per the new legislation, the Company provides the following information as its Gender Pay Gap report:

Difference in the hourly rate of pay (mean)	16.5%
Difference in the hourly rate of pay (median)	12.9%
Difference in bonus pay (mean)	37.1%
Difference in bonus pay (median)	67.7%

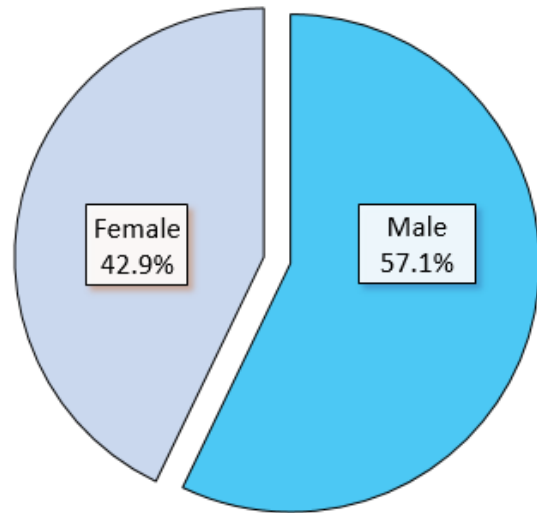
Distribution of male and female employees by quartile

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile bands were as follows:

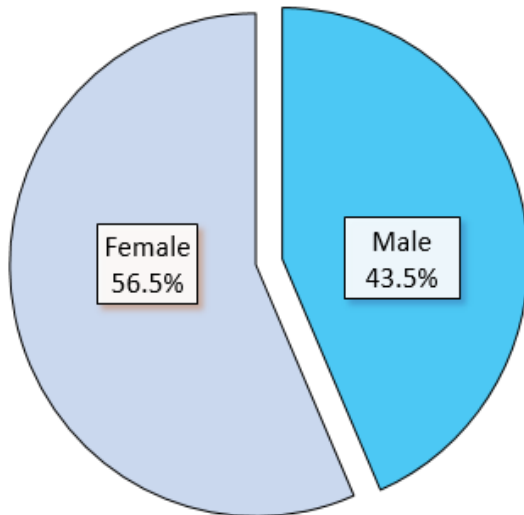
UPPER QUARTILE



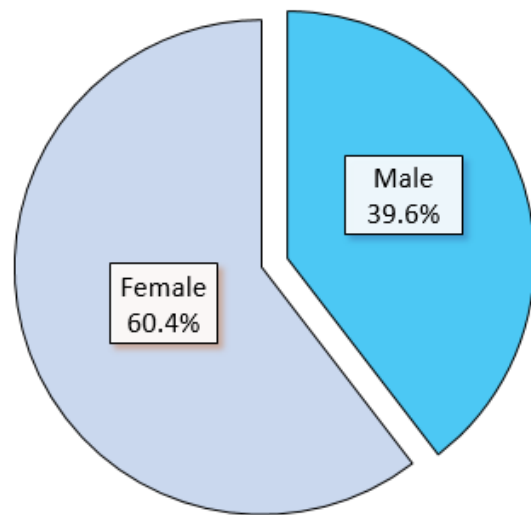
UPPER-MIDDLE QUARTILE



LOWER-MIDDLE QUARTILE



LOWER QUARTILE



Percentage of employees who receive bonus pay:

Males who receive bonus pay **35.2%**

Females who receive bonus pay **28.5%**

Our gender pay gap is influenced by two industry related factors. Firstly, laundries operate large transport fleets which offer higher pay scales and predominantly attract male drivers. Secondly, laundry operations are very labour intensive with such roles being predominantly in the lower quartiles. A higher proportion of these roles are currently performed by females.

We continue to take action to address the gap and to make sure our policies and practices are fair. This includes actively reviewing decisions around our annual performance, pay and bonus pay and the Company will therefore continue to endeavor to provide opportunities for individuals to grow, both personally and in their work role. Such training and development opportunities depend on the requirements of the business and are irrespective of gender.

Statement of Accuracy

We confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Peter Egan
Director
March 2018