



# HUBBELL GENDER PAY GAP REPORT 2018

This submission reflects the Gender Pay Gap of Hubbell U.K. Ltd at the snapshot date of 5th April 2018 and has been compiled in line with regulatory requirements. Gender Pay Gap is noted as being a general measurement of workforce profiling and is not the same as Equal Pay which compares males and females doing similar work.



## Hubbell UK Limited: Gender Pay Gap Reporting 4 April 2019

Mean Gender Pay Gap	24.2%
Median Gender Pay Gap	15%
Mean Bonus Pay Gap	39%
Median Bonus Pay Gap	7%
Proportion of Males & Females receiving a bonus payment as a % of workforce	Males = 17% Females = 5%
Proportion of Males & Females in each Quartile Band	Band A (Lower Quartile) Males = 63% Females = 37%  Band B (Upper Lower Quartile) Males = 67% Females = 33%  Band C (Lower Upper Quartile) Males = 79% Females = 21%  Band D (Upper Quartile) Males = 91% Females = 9%

