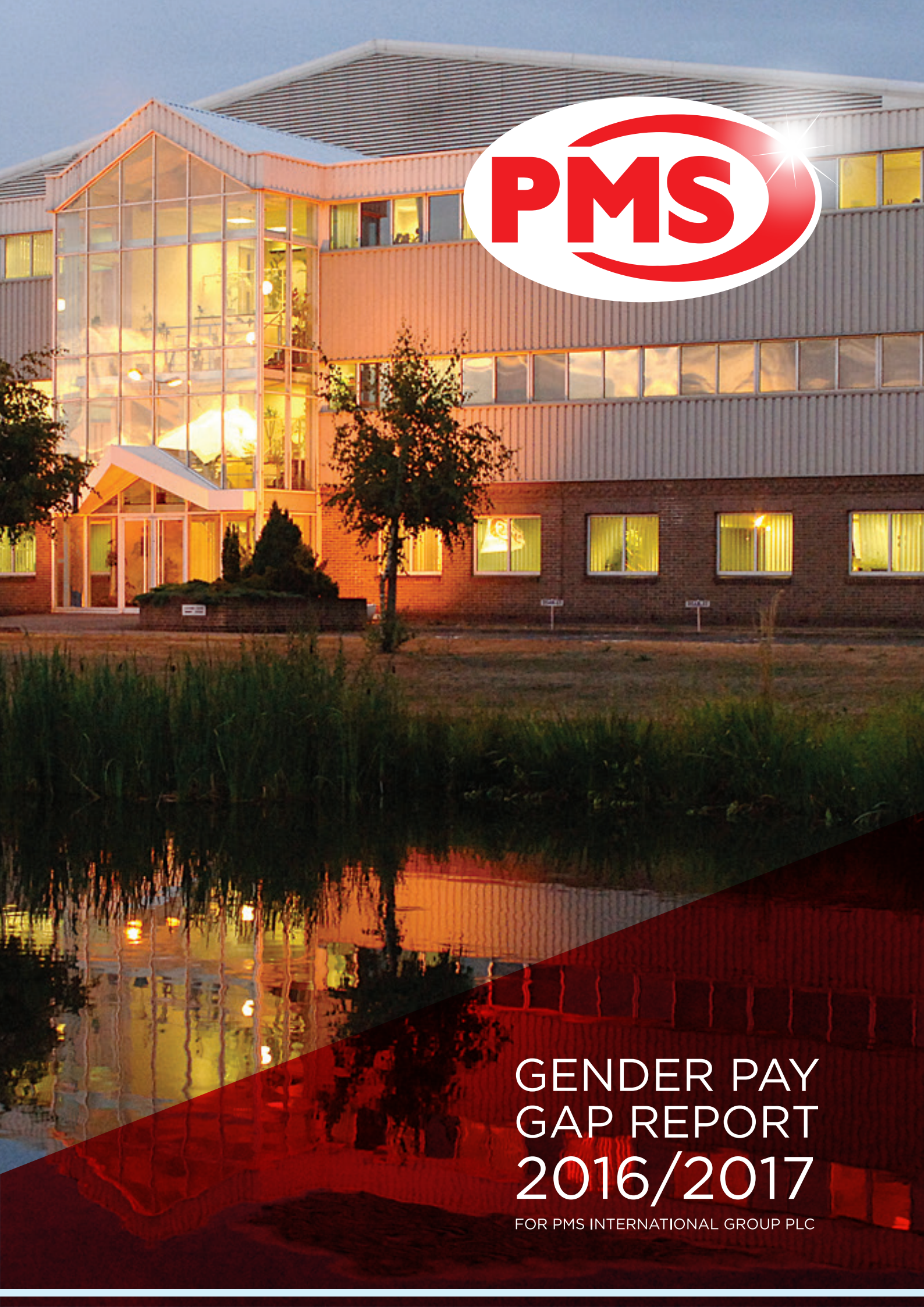


GENDER PAY GAP REPORT 2016/2017

FOR PMS INTERNATIONAL GROUP PLC

PMS INTERNATIONAL GROUP PLC GENDER PAY GAP REPORT 2016/17

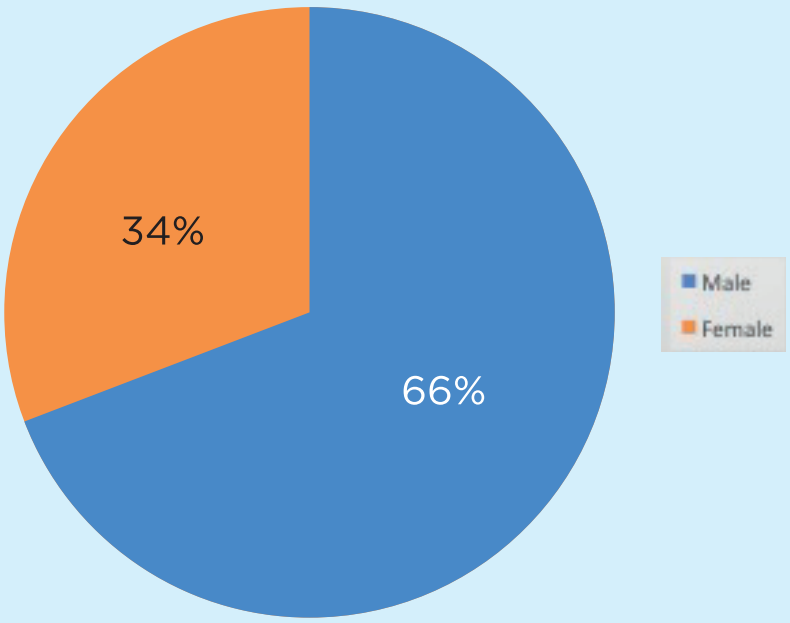
We are one of the UK's leading importers and wholesale distributors of a wide range of consumer goods, including toys, games, novelties, housewares and gardening products. We offer core lines of mass market products suitable for a wide range of businesses. We are an international Company supplying customers throughout the UK and Europe

New Regulations[1] require that firms with over 250 employees publish the pay gap[2] between genders . In this Gender Pay Gap Report we present our data.

We know that our gender pay gap is not an equal pay issue but rather a lack of representation in specific roles such as senior management, buying and the sales executive division.

We believe in job opportunities for everyone irrelevant of gender and seek to have an inclusive and diverse workforce in all areas of our business.

PMS INTERNATIONAL GROUP PLC
256 EMPLOYEES



Within the UK we have two main employee entities, PMS International Group Plc and Summit Outdoors & Leisure Plc, a subsidiary company whose data is incorporated into the gender pay gap data herein.

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1. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
2. The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

Summary

- On average across the Company, men are being paid more than women.
- Our analysis tells us that our gender pay gap (as of April 2017) is as a result of having fewer women in senior roles and also as a result of life style and career break choices.
- We are confident that men and women are paid equally for doing equivalent jobs across the firm.

We have reported both the mean and median pay gaps for 2017, and these figures are below and calculated in accordance with the standard disclosure methodologies used in the Regulations:

Our mean gender gap is 32.9%
Our median gender pay gap is 11.1%

The mean gender bonus gap is 94.8%
The median gender bonus gap is 71.4%

Bonuses were awarded to 87% of female employees
Bonuses were awarded to 96% of male employees

Understanding our Pay Gap

1. We have carried out a review of how the pay gap has arisen and one of the primary underlying reasons is that we have more men in senior positions than women. Those senior positions attract a higher pay grade and higher bonuses and commissions.

2. Women, who make up approximately 34% of our workforce, only occupy 17% of the roles in the Upper pay quartile but hold a higher proportion of roles in the lower pay quartiles, 2 and 3 (44% and 45% respectively).

3. Similarly as the average bonus for a senior employee is much higher than the bonus for more junior employees and there are significantly more men than women who hold the most senior roles, the bonus gap is also a consequence (94.8% mean and 71.4% median) of very few women in senior roles.

4. We have identified there is an imbalance of male and female colleagues across the organisation and in particular in the composition of the Board and in the Sales Executive roles which are commission and bonus generating.

5. Relevant to the bonus gap is the high proportion of part time females in our most junior roles versus the proportion of full time males in our more senior roles.

6. In addition, many of our employees have been with us for a long time. Whilst this shows we are a good Company to work for, it does contribute to a slow turnover of employees which limits the opportunity for new recruits, including women, to move into more senior roles or commission based roles which generate the higher remuneration.

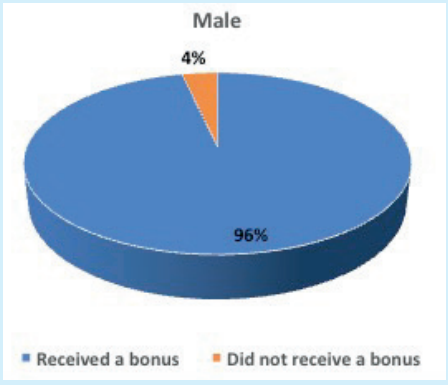
GENDER PAY GAP INFORMATION

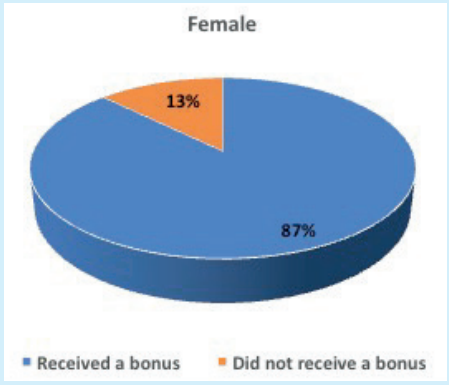
Pay & Bonus Gap

Difference between male and female - UK Employees

		Mean	Median
Female	Hourly fixed rate of pay	32.9% (lower)	11.1% (lower)
Female	Bonus paid	94.8% (lower)	71.4% (lower)

Proportion of male and female UK employees receiving a bonus

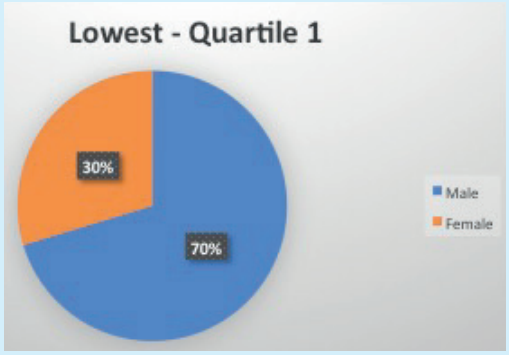


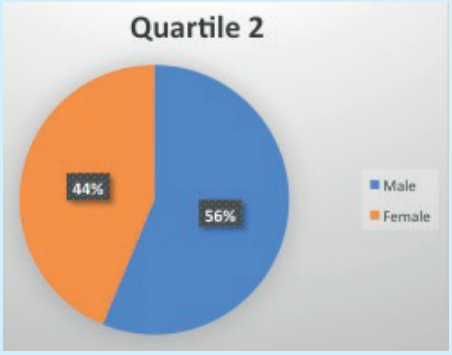


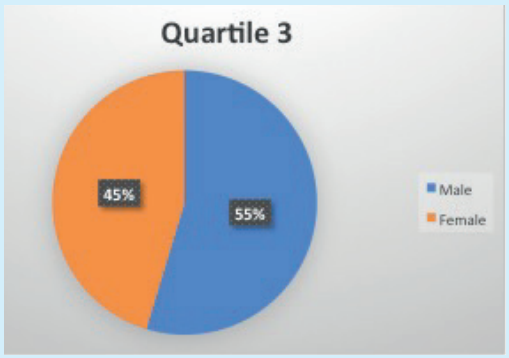
Pay Quartiles

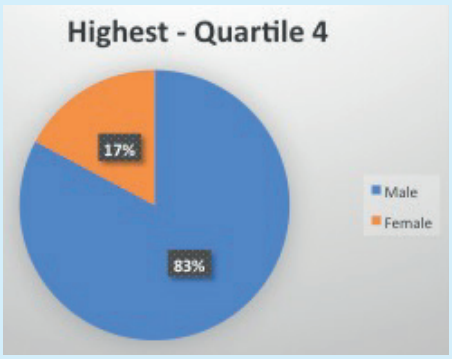
As part of the Gender Pay Gap reporting process, employers have been asked to split their work force into four groups based on pay and to show the proportion of male and female employees in each quartile.

Proportion of male and female UK employees of PMS International Group Plc according to Quartile Pay Band









How will we close the Gender Pay Gap?

At PMS International Group Plc we strive to be a diverse and inclusive business.

To make significant change in our gender pay gap will take time. We are committed to increasing the number of females holding senior roles by reviewing and ensuring our attraction methods contain no bias in style, tone, language and recruiting practices.

We will continue to monitor our gender pay gap levels focusing on ways to attract, retain and develop talent by supporting Companywide initiatives encouraging diversity.

We are committed to reporting our gender pay gap on an annual basis.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mark Benson
Director

PMS International Group plc

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