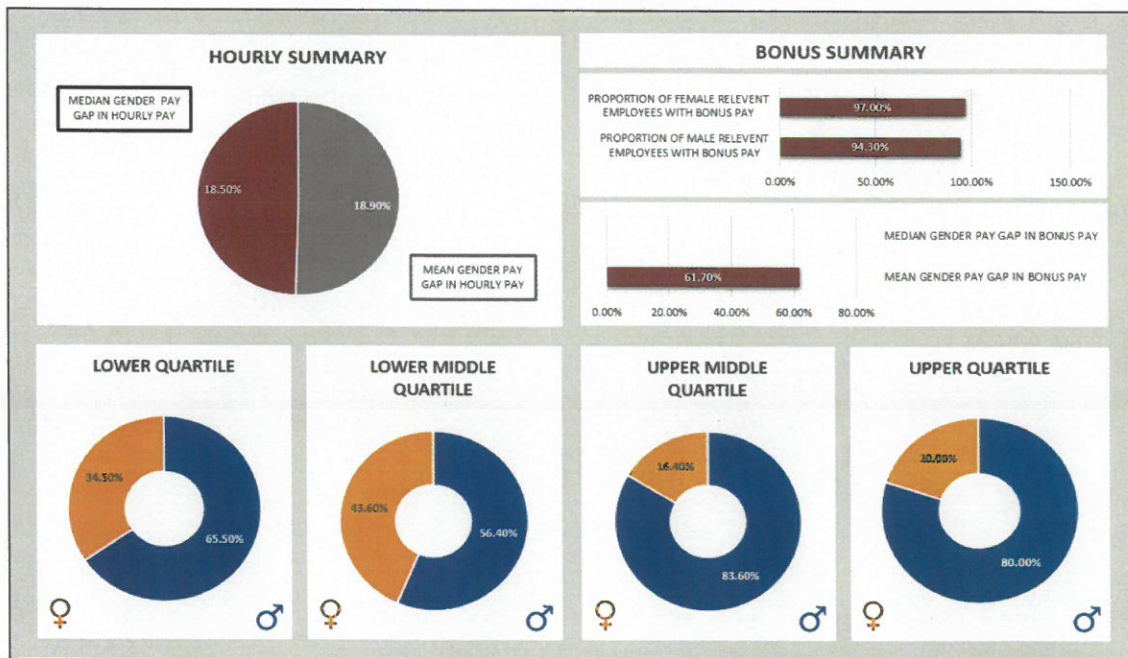


## Gender Pay Gap Statement – 1 April 2019

S H Pratt Group Limited is a family business and our values are based on fairness and equality. We are committed to ensuring that all our employees are given a fair chance to fulfil their potential, without discrimination or prejudice.

Gender Pay Gap legislation requires all companies with 250 or more workers to publish statutory calculations every year showing the size of the pay gap between their male and female employees.

The charts below set out the Gender Pay calculation for our business.



We are confident that women and men are paid equally for doing equivalent jobs across our business.

For and behalf of S H Pratt Group Limited

Alasdair Campbell  
Group Human Resources Director