

Gender Pay Reporting – 6 April 2018 to 5 April 2019

QD Commercial Group Holdings Limited is an employer committed to providing fair and transparent employment practices and procedures, and in doing so we now publish our Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

Within our associated companies, only Cherry Lane Retail Centres and QD Market Towns have employee numbers above the threshold of 250; these are reported upon below for the period 6 April 2018 to 5 April 2019.

These calculations consider any differences between the average earnings of men and women; no personal, individual employee data is published. We detail the mean and median gender pay gap information together with the distribution of male and female employees across pay quartiles.

We are a family-friendly employer, offering a range of different working patterns and encouraging promotion from within. We are confident that men and women receive equal pay for similar roles within the business.

Cherry Lane Retail Centres

Mean gender pay gap based on hourly pay rate

2.08%



Median gender pay gap based on hourly pay rate

0.0%

43% of the total number of staff are on the same hourly pay rate.

No bonuses were payable in this reporting year.

QD Market Towns

Mean gender pay gap based on hourly pay rate

-2.39%

Median gender pay gap based on hourly pay rate

0.0%

49% of the total number of staff are on the same hourly pay rate.

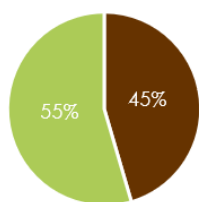
No bonuses were payable in this reporting year.



We note that with regards to the median calculations, there is no pay gap for either company, as we have employees concentrated in the same pay grades, regardless of gender.

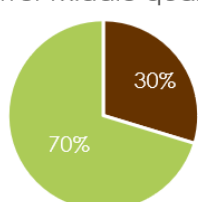
Pay Quartiles

Lower quartile



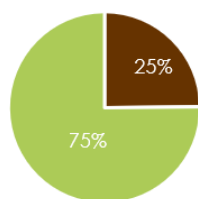
■ males ■ females

Lower middle quartile



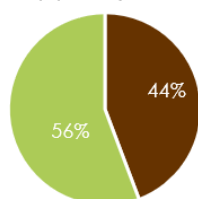
■ males ■ females

Upper middle quartile



■ males ■ females

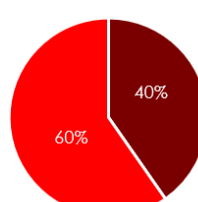
Upper quartile



■ males ■ females

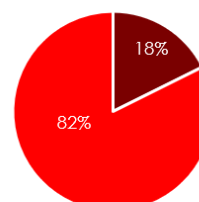
Pay Quartiles

Lower quartile



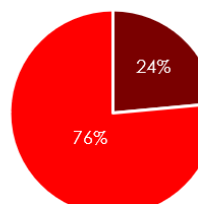
■ males ■ females

Lower middle quartile



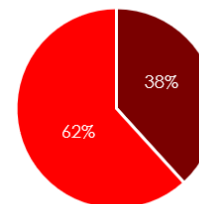
■ males ■ females

Upper middle quartile



■ males ■ females

Upper quartile



■ males ■ females