

Gender Pay Gap Statement 2019

Hawk Incentives Ltd

Overview

Our gender pay figures relate to Hawk Incentives Limited and are a snapshot of data as of 5th April 2019.

Hawk Incentives Limited is part of the wider Blackhawk Network Limited, which delivers branded payment solutions in over 26 countries.

Blackhawk Network Limited was founded in the US by Talbott Roche who remains our Chief Executive Officer and President and supported by our Chief Financial Officer, Joan Lockie.



Talbott Roche
Chief Executive Officer and President



Joan Lockie
Chief Financial Officer

Understanding the Gap

The gender pay gap calculation is the difference between the average hourly earnings of all men and all women, expressed as a percentage of the average hourly earnings of men.

	Mean 2019	Mean 2018	Median 2019	Median 2018
Gender Pay Gap	16.9%	21.8%	24.6%	27.5%
Gender Bonus Gap	-8.8%	37.4%	20.7%	-6.5%

Our mean hourly pay gap has decreased by almost 5% to 16.9%.

We regularly review all employees' pay against our robust salary framework to ensure all role holders are paid fairly for comparable roles, regardless of gender.

We strive to continue to offer an inclusive and flexible environment for all our colleagues and are confident our gender pay gap is one of organisational make-up rather than pay inequality.

Bonus Payments

Proportion of men and women receiving a bonus

	2019	2018
Proportion of men receiving a bonus	13.4%	12.4%
Proportion of women receiving a bonus	11.6%	8.1%

The bonus gap is the difference in all incentive pay received by men and women in the 12 months up to 5 April 2019. This includes bonuses and sales incentive payments received during this period.

Our gender bonus gap decreased significantly from 2018 to 2019 due to substantial share payments being reflected in the 2018 snapshot as a result of the acquisition of Grass Roots Ltd (now Hawk Incentives) by Blackhawk Network Limited.

The positive change in our mean bonus pay gap for 2019, compared with 2018 of -8.8% is reflective of the representation of women in senior roles who were eligible to receive a bonus.

Proportion of Males and Females

Pay Quartiles	Males 2019	Males 2018	Females 2019	Females 2018
Lower	38.8%	34.7%	61.2%	65.3%
Lower Middle	41.2%	37.3%	58.8%	62.7%
Upper Middle	45.9%	40.2%	54.1%	59.8%
Upper	58.8%	63.7%	41.2%	36.3%

Our pay quartile data shows a ranking of all employees in four quartiles from lowest to highest paid.

The quartiles reflect the composition of our workforce with a higher proportion of males in senior roles and more females in the lower pay quartiles.

However, we are pleased to report our 2019 figures for females in the upper quartile have increased from 2018.

Understanding Our Gender Pay Gap

“ Our gender pay and bonus gap (as at April 2019) is influenced by the composition of our workforce as a result of being a Technology organisation. Our large Technology team comprises of mostly male role holders, with those roles being in the Upper and Upper Middle pay quartiles; however, we are pleased to report the number of women in our upper quartile has increased year on year. The lowest pay quartile roles such as operational support functions are fulfilled by mostly women; typically, because of the flexible hours, available shifts and part-time opportunities.

Considering our wider working environment, we have many initiatives that encourage a diverse workforce. These include established flexible working practices that many of our colleagues participate in, support for working families and encouraging internal promotions.

Like many organisations we want to uphold our reputation as a fair employer, and we will continue to do further work in support of reducing the Gender Pay Gap. We are placing a specific focus on ways in which we can attract more women to our Technology roles.

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. ”



Dawn McCutcheon
Senior HR Director