

GENDER PAY GAP REPORT

Under duties set out in the Equality Act 2010, the Company is required to publish information on its gender pay gap. This includes the percentage difference, amongst its employees, between men's average hourly pay and women's average hourly pay.

The gender pay gap report was created on 18th February 2021 from data captured on 5th April 2020 and the findings were as follows:

1. Mean Gender Pay Gap

Male mean hourly rate of pay is 0.8% higher than female mean hourly rate of pay.

2. Median Gender Pay Gap

Female median hourly rate of pay is 12.4% higher than male median hourly rate of pay.

3. Mean Bonus Gender Pay Gap

Male mean hourly bonus is 45.6% higher than female mean hourly bonus.

4. Median Bonus Gender Pay Gap

Female median hourly bonus is 16.7% higher than male median hourly rate of pay.

5. Proportion of Males & Females Receiving a Bonus	Male:	Female:
	11%	10%

6. Quartile Salary Range Banding:	Male:	Female:
Top Quartile	67%	32%
Upper Middle Quartile	50%	50%
Lower Middle Quartile	69%	31%
Lower Quartile	68%	32%

These pay gaps have been investigated and the findings show that there are fewer female employees:

- working/applying to work 2-shift pattern therefore not receiving shift allowance.
- working/applying to work in skilled Engineering/Mechanicals roles.
- working/applying to work in sales roles

Guidance from documentation produced by the Government Equalities Office was taken in respect to data and calculations to be used when preparing the pay gap report and the information provided herein is accurate at the time of data capture.

Date: 18/2/21

Signed on behalf of the Board of Directors by Simon Monk – Chief Executive Officer & Finance Director