

## 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 5<sup>th</sup> April 2018 and the findings were as follows:

**1. Mean Gender Pay Gap**

Male mean hourly rate of pay is 3.8% higher than female mean hourly rate of pay.

**2. Median Gender Pay Gap**

Female median hourly rate of pay is 3.1% higher than male median hourly rate of pay.

**3. Mean Bonus Gender Pay Gap**

Male mean hourly bonus is 63.6% higher than female mean hourly bonus.

**4. Median Bonus Gender Pay Gap**

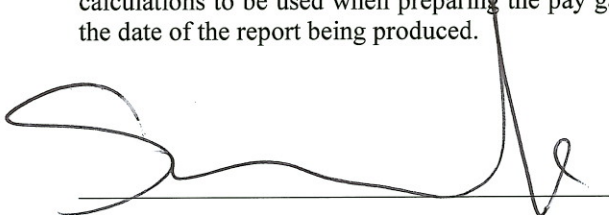
Female median hourly bonus is 17.6% higher than male mean hourly bonus.

<b>5. Proportion of Males &amp; Females Receiving a Bonus</b>	<b>Male:</b>	<b>Female:</b>
	11%	6%
<b>6. Quartile Salary Range Banding:</b>	<b>Male:</b>	<b>Female:</b>
First Quartile	65%	35%
Second Quartile	64%	36%
Third Quartile	65%	35%
Fourth Quartile	77%	23%

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 Area Field Sales roles therefore not receiving bonuses.
- working/applying to work in skilled Engineering/Mechanicals 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 as at the date of the report being produced.



Date: 5/4/18

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