



## **GENDER PAY GAP REPORT**

We are an employer of more than 250 people and are required to report on our Gender Pay Gap.

The Gender Pay Gap measures the difference between the earnings of men and women and is based on an hourly rate and is expressed as a percentage of men's pay.

The Office of National Statistics reports the overall national average gender pay gap for the UK at April 2016 was 18.1%.

Our statistics are taken from employee data at 5<sup>th</sup> April 2017.

### **Gender Pay Gap Results**

Mean Gap	7.9%
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Median Gap	0%
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### **Gender Bonus Pay Gap Results**

Mean Gap	23.2%
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Median Gap	1.4%
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### **Proportion of Male and Female Employees Receiving Bonuses**

Male	87.8%
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Female	76.2%
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### **Male and Female Employees by Pay Quartile**

	Male	Female
<b>Upper</b>	85.3%	14.7%
<b>Upper Middle</b>	79.4%	20.6%
<b>Lower Middle</b>	88.1%	11.9%
<b>Lower</b>	85.3%	14.7%



As a Company we recognise the importance of reducing the gender pay gap.

Our results show that the differences are related to the number of females we have working in our Company. We are an engineering, manufacturing Company and find that traditionally engineering roles are dominated by males.

Our upper middle quartile has the highest percentage for females, showing that although we have fewer females working in our Company they are not lower paid.

Bonuses are based on the success of the business each year and are also pro rata for new starters and part time workers.

A handwritten signature in blue ink, appearing to read "Vicky Moody".

Vicky Moody  
Sales & Commercial Director  
April 2018

