



Gender Pay Gap Reporting 2018 to 2019

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 4th April 2019. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

We have prepared our Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017:

- A mean Gender Pay Gap of 12.9%
- A median Gender Pay Gap of 0%
- A mean bonus Gender Pay Gap of 0%
- A median bonus Gender Pay Gap of 0%
- The proportion of Males and Females receiving a Bonus was 0%

Quartile	Upper	Upper Middle	Lower Middle	Lower
Female	10%	0%	15%	9%
Male	90%	100%	85%	91%

I hereby confirm that the information provided in this report to be accurate.

D T R U K	Originator	Checked	Checked	Approved
	<i>Barz</i>	<i>MRF</i>		<i>MF</i>
	Date: 11/4/19	Date: 11/4/19	Date:	Date: 11.4.19

Mike Franklin
 Operations Director