

# B E Wedge Holdings Ltd

## Gender Pay Gap Reporting



We are required by law to conduct Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information 2017). This involves preparing calculations to show the difference between the average earnings of all males & females in our organization. It does not involve publishing individual employee's data. We are required to publish the results on our own website and on a government website. The information shown below is based on our data as at 5<sup>th</sup> April 2018. At this date we employed 895 people of which 68 were female.

### Pay Quartiles

Lower	78.9% Male	21.1% Female	224 employees
Lower Middle	97.8% Male	2.2% Female	223 employees
Upper Middle	96.9% Male	3.1% Female	224 employees
Upper	96.4% Male	3.6% Female	224 employees

### Hourly Pay

Mean Gender Pay Gap	16.7%	(12.3% - 2017)
Median Gender Pay Gap	25.4%	(17.7% - 2017)

The Mean pay gap is the difference between the average hourly rate for male & female  
*(Our average male employee is paid at an hourly rate 16.7% higher than our average female)*

The Median pay gap is the difference between the mid male & mid female hourly rate  
*(The difference between the hourly rate for our 413<sup>th</sup> male employee and 34<sup>th</sup> Female employee when listed in descending order)*

### Bonus Entitlement

Proportion of Male Employees with bonus pay	97.0%	(97.4% - 2017)
Proportion of Female Employees with bonus pay	100.0%	(94.1% - 2017)
Mean Gender Bonus Pay Gap	33.6%	(38.8% - 2017)
Median Gender Bonus Pay Gap	22.7%	(35.0% - 2017)

Our hourly pay gap has increased slightly from 2017. This is due in part to the loss of senior female managers and the recruitment of several junior females, some in apprenticeship roles, who are just starting their career with the company.

We are pleased to report that the bonus entitlement and bonus pay gap has improved from 2017, with 100% of female employees now receiving bonus payments.

There is no difference between the rates paid to males or females in similar positions. We do not have pay inequality, and the company is committed to equal opportunities for all its employees.

The Galvanizing Industry is heavily male dominated and the majority of our production and transport teams are male. These roles generally attract shift allowance for unsociable hours to ensure that the demands of the business can be met. The majority of our female employees are in office based support functions such as Administration, Sales & Finance. We continue to encourage our female employees to apply for any positions that become available and we already have several females in more senior plant operation roles including Works, Operations & Transport Managers. We also have female representation at Board Level.