

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 5th April 2020. At this date we employed 954 people of whom 82 were female, 291 of these employees were on furlough at the reporting date and are therefore excluded from the hourly pay calculations.

Pay Quartiles

Lower	81.8% Male	18.2% Female
Lower Middle	97.0% Male	3.0% Female
Upper Middle	93.9% Male	6.1% Female
Upper	96.4% Male	3.6% Female

Hourly Pay (Exc Furloughed Employees)

Mean Gender Pay Gap	11.6%	(16.9% - 2019)
Median Gender Pay Gap	20.1%	(23.0% - 2019)

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 11.6% higher than our average female)

The Median pay gap is the difference between the mid male & mid female hourly rate

Both hourly pay gaps have improved from 2019 and we have a higher number of females in the Middle Pay Quartiles. Furlough predominantly affected our galvanizers & drivers

Bonus Entitlement (Inc Furloughed Employees)

Proportion of Male Employees with bonus pay	94.7%	(95.60% - 2019)
Proportion of Female Employees with bonus pay	100.0%	(100.0% - 2019)
Mean Gender Bonus Pay Gap	45.5%	(35.70% - 2019)
Median Gender Bonus Pay Gap	40.0%	(28.90% - 2019)

There is no difference between the rates paid to males or females in similar positions. The company does 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 all our employees to apply for any positions that become available and we have several females in more senior plant operation roles including Works, Operations & Transport Managers. This year we have appointed our first female General Manager. We continue to have female representation at Board Level.