

B E Wedge Holdings Ltd

Gender Pay Gap Reporting

Excellence in Galvanizing

WEDGE

We are required 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 2021. At this date we employed 878 people of whom 74 were female, no staff were on furlough.

Pay Quartiles

Lower	76.0% Male	24.0% Female
Lower Middle	97.6% Male	2.4% Female
Upper Middle	97.6% Male	2.4% Female
Upper	93.8% Male	6.2% Female

Hourly Pay

Mean Gender Pay Gap	13.0%	(11.6% - 2020)
Median Gender Pay Gap	22.5%	(20.1% - 2020)

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 13% 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 deteriorated slightly from 2020, we do however have a higher number of females in the Middle & Upper Pay Quartiles than in previous years.

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.

Bonus Entitlement

Proportion of Male Employees with bonus pay	95%	(94.7% - 2020)
Proportion of Female Employees with bonus pay	100.0%	(100.0% - 2020)
Mean Gender Bonus Pay Gap	56.4%	(45.5% - 2020)
Median Gender Bonus Pay Gap	57.0%	(40.0% - 2020)

The majority of our production and transport teams are male and these roles generally attract shift allowance to ensure that the demands of the business can be met. Higher productivity bonuses have been paid in the period as sites have been extremely busy galvanizing steel.

The majority of our female employees are in office based support functions such as Administration, Sales & Finance, which attract annual bonuses but are not as closely linked with production.

We continue to encourage all our employees to apply for any positions that become available within the company and we have several females in more senior plant operation roles including General & Works Managers, Operations, Technical Services & Transport Managers. We continue to have female representation at Board Level.