Carpenter Limited
Gender Pay Report – As at 5 April 2023

The data presented in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data as at 5 April 2023. As required by the legislation, they have been reported to the UK Government and are published on the Governments Gender Pay website.

A gender pay gap is the average earnings comparisons between all male and all female employees in the organisation. It is not the same as Equal Pay, which concerns men and women receiving the same pay for carrying out the same or similar jobs or work of equal value.

The Gender Pay results for Carpenter Limited show:

  The Mean Gender Pay Gap is 18.1%
  The Median Gender Pay Gap is 16.8%
  The Mean Gender Bonus Gap is 57.5%
  The Median Gender Bonus Gap is 0.0%
  The proportion of male employees receiving a bonus is 97.1%
  The proportion of female employees receiving a bonus is 97.3%

Male and Female Split in each quarter of the payroll

Quartile	Female %	Male %
Upper	14.1	85.9
Upper middle	11.1	88.9
Lower middle	11.1	88.9
Lower	38.0	62.0

The result reflects the roles in which men and women are employed within our organisation and the salaries that those roles attract. Whilst women are represented in all areas of our business and at some senior levels, the majority of our senior staff are men. This is not unusual for our business or the manufacturing sector generally. Our workforce is predominantly male, with 18.5% female and an even smaller number of females who are employed on shift work.

Carpenter Limited is committed to the principle of equal opportunities and equal treatment for all employees. We acknowledge that it is important to encourage staff to reach their full potential within our business.

We will use the submission of the Gender Pay Report each year to review our performance and identify any opportunities for improvement.

I confirm the information in this statement is accurate.

B. Messer

B Messer
Finance & Admin Director