



Carpenter Limited

Gender Pay Report – As at 5 April 2020

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 2020. 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 30.9%
- The Median Gender Pay Gap is 21.5%
- The Mean Gender Bonus Gap is 66.8%
- The Median Gender Bonus Gap is 0.0%
- The proportion of male employees receiving a bonus is 92.9%
- The proportion of female employees receiving a bonus is 97.1%

Male and Female Split in each quarter of the payroll

Quartile	Female %	Male %
Upper	15.8	84.2
Upper middle	15.0	85.0
Lower middle	35.0	65.0
Lower	45.0	55.0

The gender pay gap data summarised above is somewhat skewed as a result of the global Covid-19 pandemic and the number of employees furloughed at the reference point for data collection. The result reflect 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 21.0% 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
Finance & Admin Director