

Gender Pay Gap Reporting 2018

Since 2017, all UK companies employing 250 people or more are required to report on their gender pay gap annually. The gender pay gap is the difference in the average hourly salary of all men and women across the organisation, described by mean and median. The gender pay gap should not be confused with equal pay which refers to men and women receiving the same pay for the same job or work of equal value.

Our Gender Pay Data

Gender and Bonus Pay Gap

The table below shows our mean and median gender pay gap, based on hourly rates of pay. Although the mean gap has decreased from 2017, the drivers of our gender pay gap remain the same as last year.

The biggest factor continues to be the split between the retail and manufacturing operations. In common with many other businesses in our sector, the retail operation is predominantly female based and we employ more men than women within our manufacturing operations. It is this area of the business that offers technical or shift based roles, attracting a pay premium for unsociable hours.

The increase in our overall staff numbers during the year has been generated from the manufacturing sector.

| | Mean | Median |
|----------------|---------|--------|
| Hourly Pay Gap | 5.28% | 11.52% |
| Bonus Pay Gap | -33.26% | 10.00% |

Proportion of males and females receiving a bonus payment

| | |
|---------|--------|
| Males | 68.84% |
| Females | 64.02% |

Although the overall proportion of males and females receiving a bonus payment this year has decreased from 2017, the actual gap between genders has narrowed from 7.5% to 4.82%.

Proportion of males and females in each pay quartile



Upper Quartile

- Male 84.89%
- Female 15.11%



Upper Middle Quartile

- Male 71.94%
- Female 28.06%



Lower Middle Quartile

- Male 64.75%
- Female 35.25%



Lower Quartile

- Male 56.12%
- Female 43.88%

In common with most employers with any pay gap, the continued reason for this is that we have more men in senior roles than women and this is clearly identified within our upper quartile data above. Although the upper quartile shows a slight improvement from 2017 data, low staff turnover at this level means opportunities continue to be limited.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

I can confirm the data contained within this report is accurate.

Peter Wright

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