



## Joinery & Timber Creations (65) Limited

### Gender Pay Gap Reporting Statement

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

The figures are taken from employee data correct as at 5<sup>th</sup> April 2019

1. Women's mean hourly rate of pay is 5.4% higher than men's.
2. Women's median hourly rate of pay is 31.5% higher than men's.
3. Women's mean bonus pay is 81.8% less than men's.
4. Women's median bonus pay is 64.3% less than men's.
5. Percentage of employees who received bonus pay:- Male 12.6% ; Female 33.3%
6. Employees by pay quartile

	Male	Female
Upper quartile	84.0%	16.0%
Upper middle quartile	85.3%	14.7%
Lower middle quartile	93.3%	6.7%
Lower quartile	97.4%	2.6%

I confirm the information and data reported is accurate as of the snapshot date 5<sup>th</sup> April 2019.

A handwritten signature in black ink, appearing to read 'Antony Bell'.

Antony Bell  
Finance Director