



## 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 2022.

1. Women's mean hourly rate of pay is 7.37% lower than men's.
2. Women's median hourly rate of pay is 9.61% higher than men's.
3. Women's mean bonus pay is 92.71% less than men's.
4. Women's median bonus pay is 50.0% less than men's.
5. Percentage of employees who received bonus pay:- Male 12.5% ; Female 32.26%
6. Employees by pay quartile

	Male	Female
Upper quartile	83.3%	16.7%
Upper middle quartile	86.7%	13.3%
Lower middle quartile	95.0%	5.0%
Lower quartile	83.0%	17.0%

I confirm the information and data reported is accurate as of the snapshot date 5<sup>th</sup> April 2022.

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

Antony Bell  
Finance Director