

B E Wedge Holdings Ltd

Gender Pay Gap Reporting

Excellence in Galvanizing

WEDGE

We are required by law to conduct Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) 2017. This involves preparing calculations to show the difference between the average earnings of all males and females in our organization.

It does not involve publishing individual employee's data.

We are required to publish the results on our own website and on a government website.

The information shown below is based on our data as at 5th April 2017. At this date we employed 903 people of which 68 were female.

Pay Quartiles

Lower	79.6% Male	20.4% Female	226 employees
Lower Middle	98.7% Male	1.3% Female	225 employees
Upper Middle	99.1% Male	0.9% Female	226 employees
Upper	92.5% Male	7.5% Female	226 employees

Hourly Pay

Mean Gender Pay Gap	12.3%
Median Gender Pay Gap	17.7%

The Mean pay gap is the difference between the average hourly rate for male and female
(Our average male employee is paid at an hourly rate 12.3% higher than our average female)

The Median pay gap is the difference between the mid male and mid female hourly rate
(The difference between the hourly rate for our 414th male employee and 34th Female employee when listed in descending order)

Bonus Entitlement

Proportion of Male Employees with bonus pay	97.4%
Proportion of Female Employees with bonus pay	94.1%
Mean Gender Bonus Pay Gap	38.8%
Median Gender Bonus Pay Gap	35.0%

The Galvanizing Industry is heavily male dominated and the majority of our production and transport teams are male. These roles generally attract shift allowance for unsociable hours to ensure that the demands of the business can be met. The majority of our female employees are in office based support functions such as Administration, Sales & Finance. We encourage our female employees to apply for any positions that become available and we already have several females in more senior plant operation roles including Works, Operations and Transport Managers. We also have female representation at Board Level. There is no difference between the rates paid to males or females in similar positions. We do not have pay inequality, and the company is committed to equal opportunities for all its employees.

This information will be updated on an annual basis.