



## Gender Pay Gap Report 2020

Premdor Crosby Limited is a progressive employer and we are committed to creating a level playing field so that everyone has an equal chance of success. We have prepared our Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which shows:

The mean Gender Pay Gap is: 31.20%

The above results show that the average pay is in favour of male employees who are on average paid 31.20% above the average female employee.

The median Gender Pay Gap is: 45.60%

The above results show that the median pay of male employees was 45.60% above the median of female employees.

The difference in the Mean and Median Gender Pay Gaps from 2018 to 2020 (2019 not reported) was due to 96.4% of the workforce being furloughed on the snapshot date and is not a true reflection of the company's pay gap.

The mean Gender Bonus Gap is: -29.75%

The median Gender Bonus Gap is: 5.09%

The proportion of males receiving a bonus is 7.29% and the proportion of females receiving a bonus is 9.45%

Band	Males	Females	Description
A	12.50%	87.50%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	75.00%	25.00%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	62.50%	37.50%	Includes all employees whose standard hourly rate places them above the median but below the upper quartile.
D	75.00%	25.00%	Includes all employees whose standard hourly rate places them above the upper quartile.

Premdor Crosby Limited workforce consists of 85.58% males and 14.41% females.

The figures set out above have been calculated using the snapshot date of 5<sup>th</sup> April 2020 and the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information).

<https://gender-pay-gap.service.gov.uk/Employer/I2nQ4dLT/2020>