



## 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 2023.

1. Women's mean hourly rate of pay is 9.78% lower than men's.
2. Women's median hourly rate of pay is 6.32% higher than men's.
3. Women's mean bonus pay is 85.24% less than men's.
4. Women's median bonus pay is 40.0% less than men's.
5. Percentage of employees who received bonus pay:- Male 18.75% ; Female 29.03%
6. Employees by pay quartile

|                       | Male  | Female |
|-----------------------|-------|--------|
| Upper quartile        | 86.7% | 13.3%  |
| Upper middle quartile | 86.7% | 13.3%  |
| Lower middle quartile | 95.0% | 5.0%   |
| Lower quartile        | 79.7% | 20.3%  |

I confirm the information and data reported is accurate as of the snapshot date 5<sup>th</sup> April 2023.

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

Antony Bell  
Finance Director