



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 5th April 2020

1. Women's mean hourly rate of pay is 1.6% lower than men's.
2. Women's median hourly rate of pay is 26.0% higher than men's.
3. Women's mean bonus pay is 62.0% less than men's.
4. Women's median bonus pay is 39.7% less than men's.
5. Percentage of employees who received bonus pay:- Male 12.1% ; Female 22.6%
6. Employees by pay quartile

	Male	Female
Upper quartile	84.7%	15.3%
Upper middle quartile	81.9%	18.1%
Lower middle quartile	98.6%	1.4%
Lower quartile	91.6%	8.4%

I confirm the information and data reported is accurate as of the snapshot date 5th April 2020.

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

Antony Bell
Finance Director