

**Gender Pay Gap 6<sup>th</sup> April 2017 to 5<sup>th</sup> April 2018**

Bandvulc offers equal salaries for equal work throughout the business, regardless of gender and offers a clear Pay structure throughout each area, using local market-benchmarked rates for all roles. We offer equal opportunities regardless of age, race, gender, marital status, sexual orientations, disability or religion and belief. We strive to adhere to our four Core Values, Trust, For One Another, Passion To Win, and Freedom To Act.

**What is the gender pay gap?**

This measures the differences between male and female's earnings across the business by presenting the female's pay as a percentage of male's pay.

Gender pay gap reporting is different to Equal Pay as this refers to male and females receiving equal pay for the equal work.

**Why are we publishing this report?**

It is a legal requirement for all private and voluntary sectors employers in England, Scotland and Wales, with 250 more employees to calculate their gender pay and gender bonus gaps as they are on 5<sup>th</sup> April each year. These figures must be publish on our company and on the GOV.UK website by 4<sup>th</sup> April each year.

**The Gender Pay Gap reports**

<b>Employee Data</b>		
	Males	Females
No. of Employees included in Data	264	87

<b>Difference between men and women</b>		
	Mean (Average)	Median (Middle)
Hourly fixed pay	21.57%	16.31%

<b>Bonus Gap</b>		
	Mean (Average)	Median (Middle)
Bonus Payment	26.06%	-84.18%
	Male	Female
Proportion receiving Bonus	76.14%	65.52%

<b>Pay Quartiles</b>				
	Upper	Upper Middle	Lower Middle	Lower
Male	90.00%	78.00%	75.00%	57.00%
Female	10.00%	22.00%	25.00%	43.00%

All our figures within this document have been reached using the mechanisms set out in the gender pay gap reporting legislation.

**So what has changed compared to 2017 Report Published?**

- The most noticeable difference to the 2017 to the 2018 is the change in Bonus Gaps. In 2018, Bandvulc was eligible for a Corporate Value Share Bonus, which was an equal payment regardless of gender, made to those who qualified due to length of service. As you can see this has reduced last year's 72.75% mean to 26.06% and increased the Median of 0.00% to

-84.18%.

- Looking at the Pay Quartiles for 2018 we can see that there has been an improvement in the percentage of women in the Upper, Upper Middle and Lower Middle. With a reduction in the percentage of women in the Lower.

**So how did we do against last years “Targets for the forthcoming years 2017”?**

*“Over the forthcoming years we will see the introduction of a new Bonus payment which will show an increase in the percentages receiving the bonus, for males and females”.*

In 2017, 188 employees received a bonus of which 39.24% were women. In 2018, 258 employee received a bonus of which 65.52% were women. In fact we saw a massive shift in the % difference in the value from 0.00% Median to -84.18%.

*“We hope to see an increase in female applications within our manufacturing divisions, which is an area of concern for similar organisations within the same sector”.*

Although we didn't see as much of an improvement as we'd like, we did for the first time have several women applicants who were successful and are now part of our manufacturing team. This is an area we will look to further improve as an ongoing project.

*“We will continue to review our Grading Structures throughout the business on an annual bases”.*

This has become Company Policy to ensure that not only are males and females within the same areas reviewed, but we look at the organisation as a whole.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

  
Arthur Gregg  
Managing Director  
2<sup>nd</sup> April 2019