

William Gibbons & Sons Ltd

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our company. It will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. The information below is based on data as at 5th April 2021. At this date William Gibbons & Sons Ltd employed 69.0% male and 31.0% female.

Our overall mean gender pay gap is 25.1% lower for women.

Difference in mean hourly rate of pay	25.1%	
Difference in median hourly rate of pay	16.8%	
Difference in mean bonus pay	0%	
Difference in median bonus pay	0%	
Percentage of employees who received bonus pay	Male 0%	Female 0%
Employees by pay quartile	Male	Female
Upper quartile	98.9%	1.1%
Upper middle quartile	87.8%	12.2%
Lower middle quartile	44.7%	55.3%
Lower quartile	71.4%	28.6%

I confirm the information published above is accurate.

Mark Gibbons, Joint Managing Director