

## Employee Communication: Gender Pay Gap Reporting

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; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2024.

### Hourly Pay Review

Mean gender pay gap in hourly pay 27.39%  
Median gender pay gap in hourly pay 36.51%

### Bonus Pay Review

Proportion of males who got bonus payments 94.08%  
Proportion of females who got bonus payments 54.05%  
Mean gender pay gap in bonus pay 57.63%  
Median gender pay gap in bonus pay 77.47%

### Proportions of Males and Females in each Pay Quartile

	Male	Female
Upper Quartile	95.74%	4.26%
Upper Middle Quartile	94.62%	4.38%
Lower Middle Quartile	87.23%	12.77%
Lower Quartile	82.98%	17.02%

### We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded. The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

### Further details about how we intend to tackle our gender pay gap can be found by:

- Contacting your HR department
- Looking at our company handbook or website

### Managing Gender Pay Reporting

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting: [payroll@collinsearthworks.co.uk](mailto:payroll@collinsearthworks.co.uk).

You can learn more about Gender Pay Reporting by visiting <http://www.acas.org.uk/genderpay>

### Confirmed and signed by:



Jill Goodwin  
Finance Director  
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