



HEYGATES LIMITED

Proportion of males and females in each Quartile band

	<u>Male</u>	<u>Female</u>
Q4	89.8%	10.2%
Q3	81.6%	18.4%
Q2	91.8%	8.2%
Q1	64.3%	35.7%

Women's Hourly Rate is Lower (Gender Pay Gap)

<u>Mean</u>	<u>Median</u>
17.44%	17.58%

Women's Bonus pay is lower (Bonus Gender Pay Gap)

<u>Mean</u>	<u>Median</u>
26.54%	-34.28%

Proportion of males and females receiving a bonus payment

<u>Male</u>	<u>Female</u>
48.14%	11.43%

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19/3/18