



HEYGATES LIMITED

5th April 2018

Proportion of males and females in each Quartile band

	<u>Male</u>	<u>Female</u>
Q4	92.5%	7.5%
Q3	85.9%	14.1%
Q2	87.7%	12.3%
Q1	61.7%	38.3%

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

<u>Mean</u>	<u>Median</u>
21.93%	29.05%

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

<u>Mean</u>	<u>Median</u>
-19.51%	-34.21%

Proportion of males and females receiving a bonus payment

<u>Male</u>	<u>Female</u>
46.55%	12.99%

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02.04.19