



## Gender Pay Gap Report 2021

Premdor Crosby Limited is a progressive employer and we are committed to creating a level playing field so that everyone has an equal chance of success. We have prepared our Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which shows:

The mean Gender Pay Gap is: -3.27%

The above results show that the average pay is in favour of female employees who are on average paid 3.27% above the average male employee.

The median Gender Pay Gap is: -0.44%

The above results show that the median pay of female employees was 0.44% above the median of male employees.

The mean Gender Bonus Gap is: -147.60%

The median Gender Bonus Gap is: -78.34%

The proportion of males receiving a bonus is 89.47% and the proportion of females receiving a bonus is 50.88%. Although the bonuses attained are reflected in the figures above, all employees are eligible to be included in an Incentive Plan regardless of gender.

Band	Males	Females	Description
A	79%	21%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	93%	7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	90%	10%	Includes all employees whose standard hourly rate places them above the median but below the upper quartile.
D	82%	18%	Includes all employees whose standard hourly rate places them above the upper quartile.

Premdor Crosby Limited workforce consists of 87% males and 13% females.

The figures set out above have been calculated using the snapshot date of 5<sup>th</sup> April 2020 and the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information).

<https://gender-pay-gap.service.gov.uk/Employer/I2nQ4dLT/2021>