

Gender Pay Gap Report 2018

Hickman Industries 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: 0.01%

The above results show that the average pay is in favour of female employees who are on average paid 0.01% above the average male employee.

The median Gender Pay Gap is: 2.61%

The above results show that the median pay of male employees was paid 2.61% above the median of female employees.

The mean Gender Bonus Gap is: 0%

The median Gender Bonus Gap is: 0%

The proportion of males receiving a bonus is 0% and the proportion of females receiving a bonus is 0% as no qualifying bonuses were paid to either male or female staff.

| Band | Males | Females | Description |
|------|--------|---------|--|
| A | 93.44% | 6.56% | Includes all employees whose standard hourly rate places them at or below the lower quartile. |
| B | 83.61% | 16.39% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median. |
| C | 78.69% | 21.31% | Includes all employees whose standard hourly rate places them above the median but below the upper quartile. |
| D | 75.00% | 25.00% | Includes all employees whose standard hourly rate places them above the upper quartile. |

Hickman Industries' workforce consists of 85.10% males and 14.90% females.

The figures set out above have been calculated using the snapshot date of 5th April 2018 and the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information).