

## E W Beard Limited - pay and bonus gap

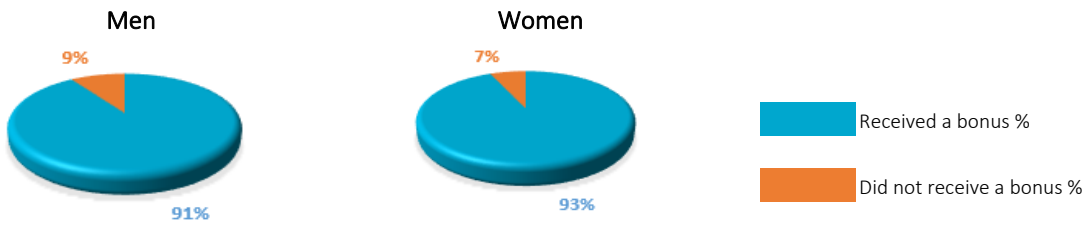
### Difference between men and women

	Mean	Median
Gross hourly rate of pay	39.50%	44.40%
Bonus paid	43.30%	51.20%

The table above shows:

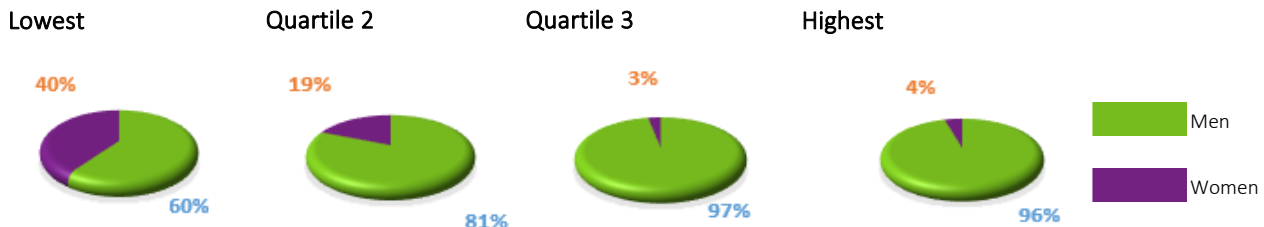
Our mean and median gender pay gap based on hourly rates of pay at a snap shot in time at 5th April 2021  
 Our mean and median differences paid to men and women throughout the year up to 5th April 2021

### Proportion of staff awarded a bonus.



The above shows that the proportion of women awarded a bonus as a % of women being paid was 2% higher than that of male counterparts.

### Pay Quartiles



The above shows the gender distribution across four equally sized quartiles, each containing 70 members of staff

Women make up around 14% of construction sector workers, this number hasn't changed significantly over the last 5 years. However, this number is increasing generally across the construction sector with misconception regarding gender specific roles gradually diminishing.

We are confident that we pay men and women equally across the business for the roles they carry out

**Mark Beard**  
**Chairman**

17 March 2022