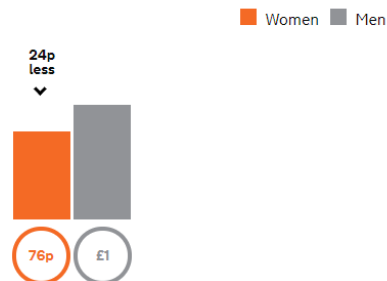


EE Smith Contracts Limited

Gender Pay Report – 2019/2020

Hourly wages pay gap

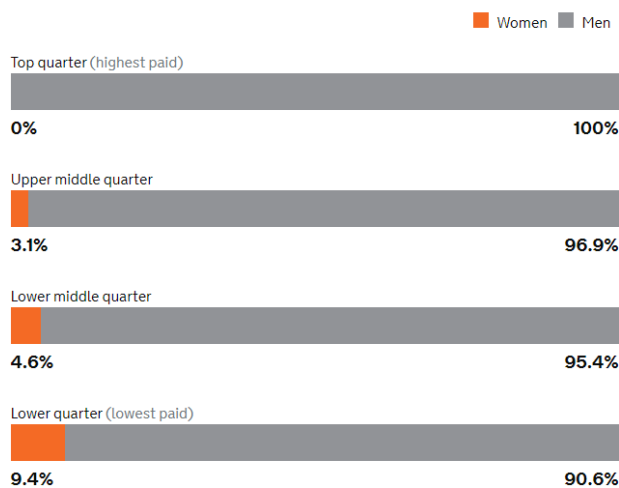
In this organisation, **women earn 76p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **24.4% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **29.1% lower** than men's.

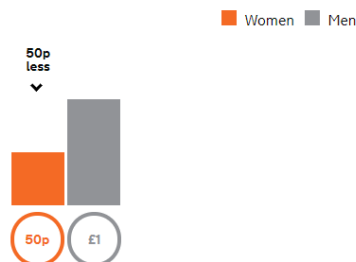
Proportion of women in each pay quarter

In this organisation, women occupy **0%** of the highest paid jobs and **9.4%** of the lowest paid jobs.



Bonus pay gap

In this organisation, **women earn 50p** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **50% lower** than men's.



When comparing mean bonus pay, women's mean bonus pay is **83.2% lower** than men's.

Who received bonus pay

63.6% of women.

59.5% of men.