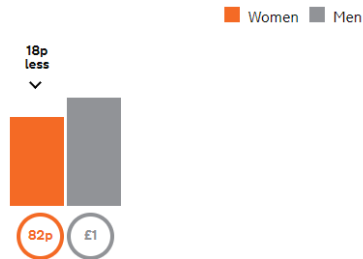


EE Smith Contracts Limited

Gender Pay Report – 2021/2022

Hourly pay gap

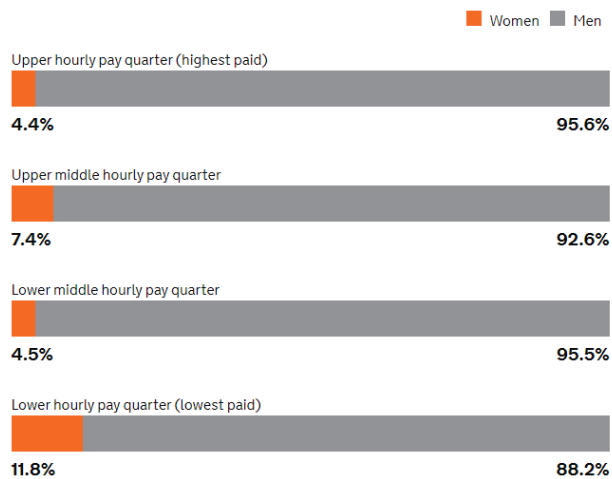
In this organisation, women earn 82p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 17.6% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 11.8% lower than men's.

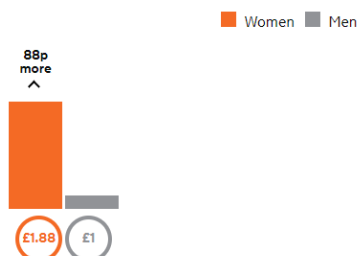
The percentage of women in each pay quarter

In this organisation, women occupy 4.4% of the highest paid jobs and 11.8% of the lowest paid jobs.



Bonus pay gap

In this organisation, women earn £1.88 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 87.5% higher than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 54.9% lower than men's.

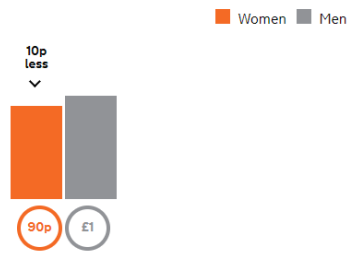
Who received bonus pay

47.6% of women

61.1% of men

Bonus pay gap

In this organisation, women earn 90p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 10% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 75.8% lower than men's.

Who received bonus pay

58.8% of women

57.3% of men