

2020

GENDER PAY GAP REPORT

T. C. HARRISON GROUP LIMITED



Introduction

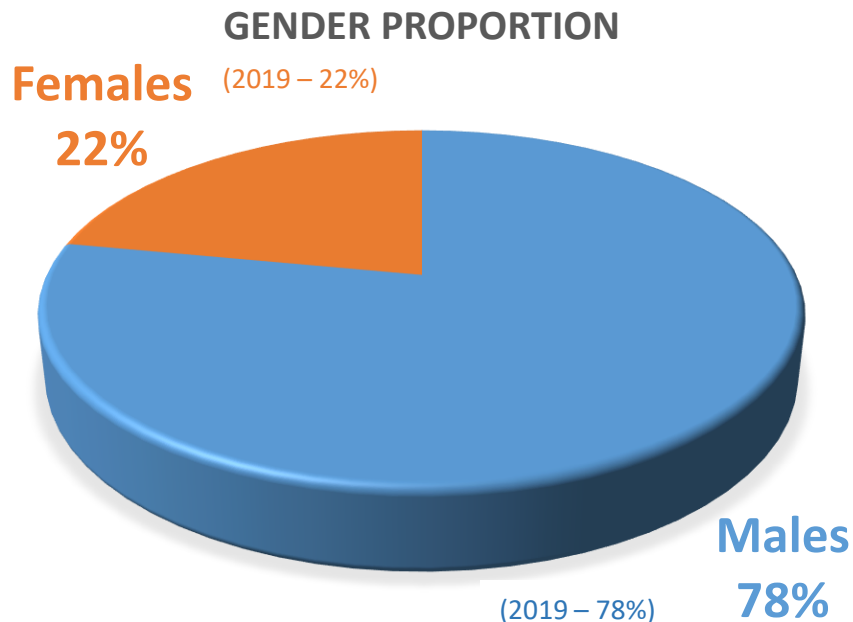
Employers in Great Britain with more than 250 staff have been required by law from April 2018 on an annual basis to publish the following four types of figures on their own website and on a government website:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The data in this report is a snapshot as at 5th April 2020. Employees on furlough are classed as a relevant worker for the purposes of gender pay reporting rather than a full-pay relevant worker. In particular, this has distorted the mean and median hourly rate and the pay quartiles when compared to the previous year.

The gender pay gap is defined as the difference in mean and median average pay between male and female staff within our workforce. It is not to be confused with equal pay. We are confident that males and females are paid equally for performing the same role in our business.

The construction and automotive industries in which we operate continue to be predominantly male dominated, it is to be expected therefore that we have an uneven split between male and female employees. The proportion of males and females employed at the snapshot date was:

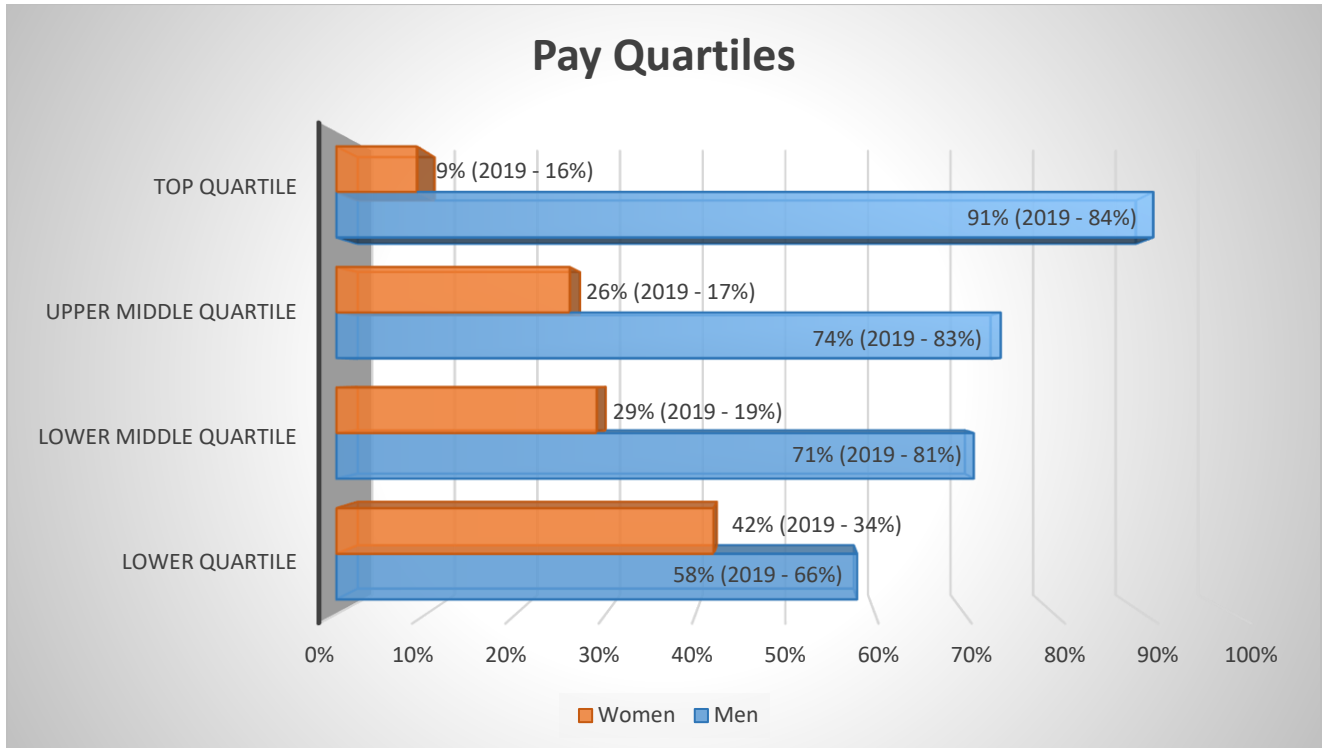


Gender Pay Information

Hourly Rate – Women’s hourly rate is lower by:

- Mean 38.9% (2019 – 17.8%)
- Median 25.8% (2019 – 16.8%)

Pay Quartiles



Bonus Pay – Women’s bonus pay is lower by

- Mean 48.5% (2019 – 78.9%)
- Median 42.7% (2019 – 37.0%)

Bonus Pay – Percentage who received bonus pay

% WHO RECEIVED BONUS PAY

