



## GENDER PAY GAP REPORT

As a Company of more than 250 employees, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires Scott Timber Limited to publish prescribed gender pay gap information.

Gender pay gap should not be confused with equal pay. Scott Timber Limited provides equal pay for male and female employees in equal roles and every role within the business is available to both males and females.

The gender pay gap noted in the tables below does not stem from men and women being paid differently for the same or equivalent work, but rather from the varying roles in which men and women work in the business and the pay levels such roles attract.

Whilst all roles are available to both males and females, the timber manufacturing industry as a whole has difficulty in attracting females to roles in the direct workforce including those of pallet maker, pallet sorter, machine and nail gun operators and forklift truck operators. Such roles constitute the majority of roles available within the business.

We rarely receive applications from females for roles within the direct workforce although have been successful in attracting females into administrative, finance, HR and management support roles.

The gender bonus gap noted in the tables below is we believe reflective of (1) the number of female employees receiving a bonus being less than the number of male employees (to be expected given the predominantly male dominated workforce) and (2) the roles in which females are employed typically offering a higher bonus level compared to the male dominated direct workforce roles.



**Gender Pay Gap – Prescribed Information**

The mean gender pay gap	-3.3%
The median gender pay gap	-7%
The mean gender bonus gap	-81.60%
The median gender bonus gap	-1566.67%
The proportion of males receiving bonus	28%
The proportion of females receiving bonus	14%

*Pay Quartile by Gender*

	<b>Male %</b>	<b>Female %</b>
Lower Quartile	98%	2%
Lower Middle Quartile	88%	12%
Upper Middle Quartile	93%	7%
Upper Quartile	88%	12%

Scott Timber will report its gender pay gap on an annual basis and is committed to ensuring continued equality in terms of pay and recruitment opportunities between males and females.

**Signed:** 

**Date:** 19 MARCH 2018