



GENDER PAY GAP REPORT – YEAR ENDING APRIL 2020

As a Company of 250+ employees, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires Scott Timber to publish specific Gender Pay Gap information. This should not be confused with equal pay.

Scott Timber provides equal pay for both male and female employees and provides equal pay for equal jobs. Every role within the Company is available to both males and females.

The gender pay gap does not stem from men and women being paid differently for the same or equivalent work, but from the varying roles in which men and women work within and the salaries these roles attract.

Our industry is traditionally male dominated, particularly in relation to our direct workforce that predominately includes the roles of pallet maker, nail gun operators and forklift truck operators.

We rarely receive applications from females for roles within the direct workforce but have been successful attracting females into administration and support roles.

The gender bonus gap is reflective of:-

1. The number of female employees receiving a bonus is less than male employees.
2. The roles in which females are attracted to typically offer higher bonuses compared to the roles which predominately attract males.

The mean gender pay gap	-45.2%
The median gender pay gap	-71%
The mean gender bonus gap	-122.7%
The median gender bonus gap	-510.5%
The proportion of males receiving bonus	24.3%
The proportion of females receiving bonus	14.9%

Pay Quartile by Gender

	Male %	Female %
Lower Quartile	97.3%	2.7%
Lower Middle Quartile	97.3%	2.7%
Upper Middle Quartile	87.9%	12.1%
Upper Quartile	76%	24%

Scott Timber is committed to reducing the gender pay gap and will report on an annual basis on actions to reduce this and the progress being made.

Next Steps

We will be reviewing and reshaping recruitment policies, recruiting the new role of L & D Manager and launching training in people management to all Managers in the business. This will improving knowledge and understanding of diversity and inclusion business wide.



We have also sought feedback from our colleagues through an employee engagement survey on what actions we could take improve to improve how it feels to work here.

We have been addressing pay and benefit opportunities during 2020 and this will continue during 2021.

Signed:

A handwritten signature in black ink that appears to read "Ru Menz". It is written in a cursive style with some loops and variations in thickness.

Date: 17 May 2021