

**Equal Pay Statement and Gender Pay Gap**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, with effect from 6 April, 2018, Palmers Scaffolding UK Ltd are required to publish gender pay gap information by reporting in percentage differences in pay between our male and female employees.

**Summary from the Managing Director**

These gender pay measurements reflect the very low representation of female employees within our business and the scaffolding trade in general. In our business female representation is a considerably greater challenge than in others, possibly due to the very physical nature of the works. Palmers Scaffolding UK Ltd is committed to taking any steps necessary to reduce or eliminate any gender pay gap that exists between people doing the same jobs. In fact, if we had any female scaffolders they would be paid in exactly the same way as the male workers.

Palmers is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability.

The Data for Palmers is as follows:-

Mean Pay Gap 10%

Median Pay Gap 16.8%

Mean Bonus Pay Gap -83%

Median Bonus Pay Gap 37%

Males receiving Bonus Pay 54.9%

Females receiving Bonus Pay 83%

Quartile Distribution Male/Female

Lower Quartile 94.6/5.36

Lower Middle Quartile 98.2/1.8

Upper Middle Quartile 100/0

Upper Quartile 96.4/3.6

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