



## Holdsworth Gender Pay Gap Report 2020

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Our declared figures as of 5th April 2020 are as follows:

- Women's hourly rate is 2.9% lower (mean) and 0.2% lower (median)
- Top salary quartile has 79.8% men and 20.2% women
- Upper middle salary quartile has 86.2% men and 13.8% women
- Lower middle salary quartile has 83% men and 17% women
- Lower salary quartile has 81.2% men and 18.8% women
- Women's bonus pay is 30.5% lower (mean) and 57.3% lower (median)\*
- 90.4% of men and 58.1% of women received bonus pay

\*The gender gap in bonus payments is largely due to the fact that the roles in which performance bonuses are used are manual, male dominated (HGV Driving/Warehouse order picking) roles.

Holdsworth is a diverse organisation which requires a range of different skills from its employees. We are committed to reducing the gender pay gap between men and women but the operational nature of the business means that unless there is an equal number of men and women employed in comparable roles throughout the company, there will inevitably be some overall imbalance in our results.

We are pleased to report that our gender pay gap continues to be significantly lower than the national average.

I confirm that the pay gap data reported is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rebecca J.C. Warhurst  
Finance Director