

## SCOT JCB GENDER PAY GAP REPORT 2019

Scot JCB, as a company with more than 250 staff, is required by law to publish the following data, based on a snapshot of our workforce as at 5<sup>th</sup> April 2018.

- Gender pay gap and bonus gap, which 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. The mean is the average across the Company so the mean gender pay gap is a measure of the difference between women's average hourly wage and men's average hourly wage. The median is calculated by ranking all employees from the highest hourly rate to the lowest hourly rate, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage and men's median hourly wage.

	Mean	Median
Basic hourly pay	12.8%	6.5%
Bonus pay	75.4%	67.8%

- Proportion of men and women in each quartile of the organisation's pay structure

Quartile	% of employees who are male	% of employees who are female
Lower	91.7%	8.3%
Lower middle	69.0%	31.0%
Upper middle	88.1%	11.9%
Upper	89.3%	10.7%

- % of men and women who received a bonus in the year ended 5<sup>th</sup> April 2018

Female employees	Male employees
69.2%	83.8%

I confirm that the information in this report is accurate.

Stephen Barker

Finance Director