

Ernest Doe & Sons Ltd - Gender Pay Gap Report

The difference in mean hourly pay between male and female employees
 The difference in median hourly pay between male and female employees
 The difference in mean bonus pay between male and female relevant employees
 The difference in median bonus pay between male and female relevant employees
 The proportion of male relevant employees who receive bonus pay
 The proportion of female relevant employees who receive bonus pay
 The proportions of male and female relevant employees according to quartile hourly pay bands

Apr-23
 23.73%
 29.01%
 82.07%
 20.00%
 77%
 57%

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Hourly Rate	24.9%	24.9%	24.9%	25.3%
Workforce %	94%	93%	75%	49%
Number of Male Employees	6%	7%	25%	51%
Number of Female Employees	138	138	138	140

Commentary

We believe that our employees are our most valued asset and we are consciously working towards closing the gap and creating a more balanced environment. As an industry, we naturally attract more males to our Company than females simply due to the nature of the work. However, since 2021 we have seen a positive sway to females within supervisory and management roles, whether this has been through internal promotion or external recruits and we continue to increase this in 2023.

In 2023, we employed 554 employees at 5 April; 432 were males and 122 were females. The mean (average) pay gap is 23%, which previously was 24%.

Within the business, females in a comparative role with similar responsibilities receive the same level of pay. The report gap is considered misleading as it is not a pay issue, but one that is inherent from roles that are populated by males, who hold senior positions and the structure of bonus related pay.

We are committed to improving the gender split across the Company which can be seen each year with more females coming in to traditionally male occupied roles.

Declaration

As a Director of Ernest Doe & Sons Ltd, I confirm that above information is accurate and reports a true picture of the Gender Pay Gap within our organisation as at April 2023.

Signed: 
 Angus E. Doe