

**Ernest Doe & Sons Ltd - Gender Pay Gap Report**

	<b>Apr-21</b>
The difference in mean hourly pay between male and female employees	27.44%
The difference in median hourly pay between male and female employees	28.01%
The difference in mean bonus pay between male and female relevant employees	92.78%
The difference in median bonus pay between male and female relevant employees	34.60%
The proportion of male relevant employees who receive bonus pay	81%
The proportion of female relevant employees who receive bonus pay	33%
The proportions of male and female relevant employees according to quartile hourly pay bands	

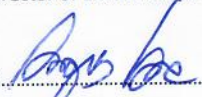
	<b>Upper Quartile</b>	<b>Upper Middle Quartile</b>	<b>Lower Middle Quartile</b>	<b>Lower Quartile</b>
<b>Hourly Rate</b>				
Workforce %	0.4%	1.9%	28.2%	69.5%
Number of Male Employees	1	10	137	266
Number of Female Employees	1	0	10	96
Number of employees	2	10	147	362

**Commentary**

As an industry, we naturally attract more males to our Company than females. We have however seen a rise of female staff across the organisation including management and service staff.  
Our current employee's average length of service is 11 years, spanning from a few months to 51 years.

**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 2021.

Signed  .....  
Angus E. Doe