

## Our 2020 Gender Pay Gap Report

At Hy-Ten Group Ltd., we are committed to creating an inclusive working environment based on fairness, equality and respect.

Our Gender Pay Gap Report responds to new Government legislation that came into force in April 2017, stipulating that all companies based in England, Scotland or Wales that have more than 250 employees must report their gender pay gap and bonus gaps as they are on the 5<sup>th</sup> April each year.

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority. We are confident that men and women are paid equally for doing equivalent jobs across our business.

The following table shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5<sup>th</sup> April 2019. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5<sup>th</sup> April 2019.

### 2020 HY-TEN GROUP LTD GENDER PAY GAP REPORT

	MEAN	MEDIAN
Difference in hourly rate of pay	4.9%	-32.8%
Difference in bonus pay	52.5%	52.9%

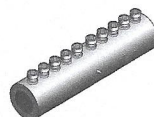
	MALE	FEMALE
Percentage of employees who received bonus pay	56.0%	80.9%
Employees by pay quartile - upper quartile	70.8%	29.2%
Employees by pay quartile - upper middle quartile	76.4%	23.6%
Employees by pay quartile - lower middle quartile	89.0%	11.0%
Employees by pay quartile - lower quartile	98.6%	1.4%

*For differences in rates of pay and bonuses, a positive % indicates that men receive a higher rate than women in our organisation. A negative % indicates that men receive a lower rate than women in our organisation.*

I confirm the data contained in this report is accurate.



A. C. Larkins  
 Chairman



**HT.B MECHANICAL COUPLER**

On site next day, sizes 12-32mm

