

Gender Pay Gap Report Breezemount Services Ltd April 2020

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out several calculations that show the difference between the average earnings of men and women in our organisation, as set out below:

Difference in Hourly Rate

Women’s mean hourly rate is **0.4% lower** than men’s.

Women’s median hourly rate is **1.1% higher** than men’s.

Who Received Bonus Pay?

21.7 % of women

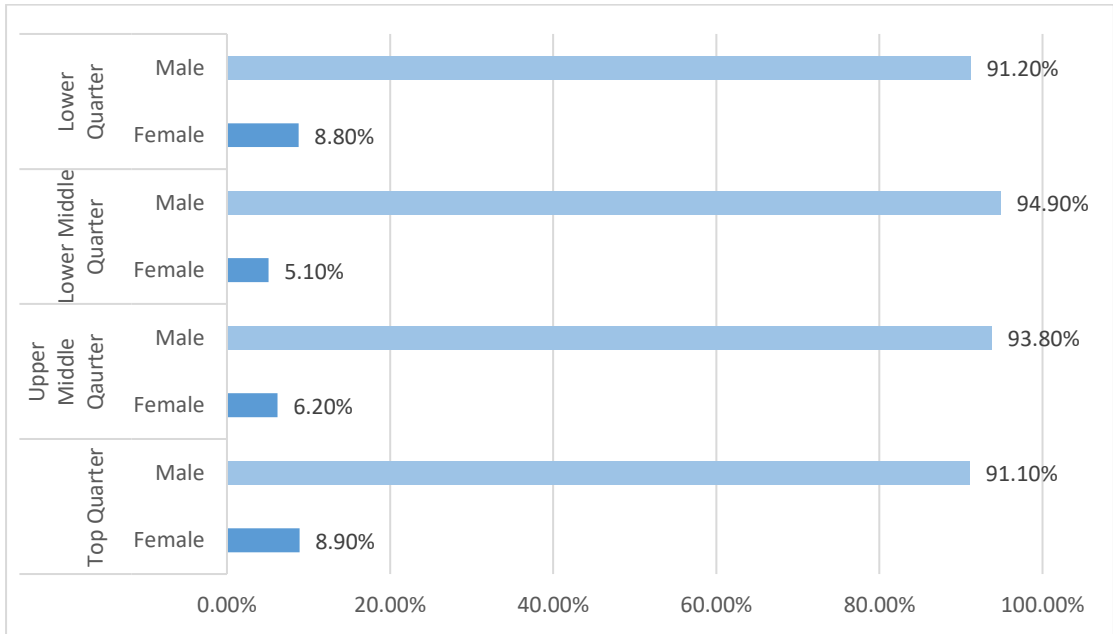
7.8 % men.

Difference in Bonus Pay

Women’s mean bonus pay is 5.4 % lower than men’s.

Women’s median bonus pay is 70.6 % lower than men’s.

Proportion of Women in Each Pay Quartile



Explanation of Results

During the reporting period there has been a some decline on some the positive results that we have reported in previous years. This is mainly due to some of our more senior female employees deciding to move on, which has impacted our results. We continue to see some favourable results; however, we still have work to do in order to attract more women into the industry.

Regards



Aaron Shields

Managing Director