

Gender Pay Gap Report Breezemount Services Ltd 2019

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 **13.2% higher** than men's.

Women's median hourly rate is **14.9% higher** than men's.

Who Received Bonus Pay?

21 % of women.

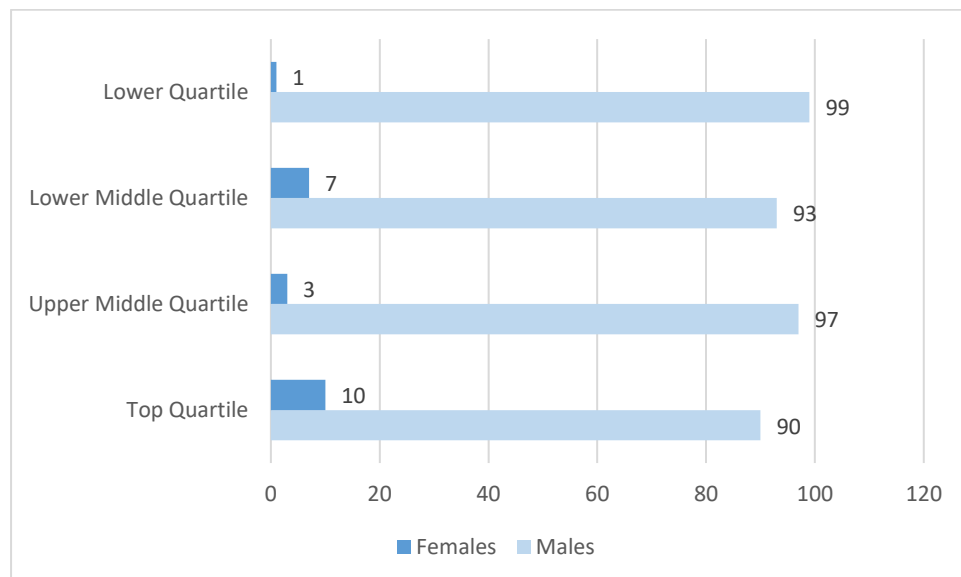
6 % men.

Difference in Bonus Pay

Women's mean bonus pay is 22 % lower than men's.

Women's median bonus pay is 10 % lower than men's.

Proportion of Women in Each Pay Quartile



Explanation of Results

During the reporting period there are no significant changes to report on. We continue to see some favourable results, however, we still have work to do in order to attract females into the industry in general and also into the more senior roles.

Regards



Aaron Shields

Managing Director