

Gender Pay Gap Report Breezemount Services Ltd April 2021

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 equal to** men's.

Women's median hourly rate is **1% higher** than men's.

Who Received Bonus Pay?

22 % of women.

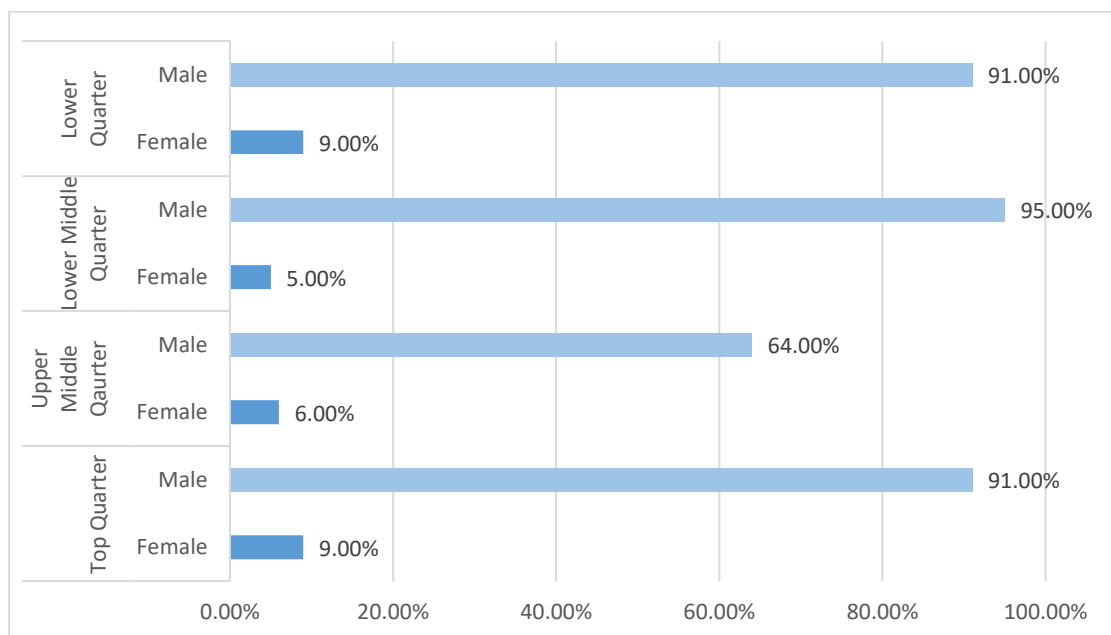
8 % men.

Difference in Bonus Pay

Women's mean bonus pay is 5 % lower than men's.

Women's median bonus pay is 70 % lower than men's.

Proportion of Women in Each Pay Quartile



Explanation of Results

During the reporting period we have navigated some unprecedented operational issues dealing with the Covid-19 and the UK departure from the EU resulting in a significant skills shortage in our industry. Even though this has been a challenging time, we have maintained our Gender Pay Gap from last year. 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