

## Woodall Nicholson Limited – Gender Pay Gap Statement 2020/21

As Woodall Nicholson Ltd employees more than 250 staff, we have a legal obligation to provide the details of our gender pay gap. Woodall Nicholson Limited, which is a subsidiary entity within the Woodall Nicholson Group, is the combination of the following Branches which collectively have more than 250 employees:

- Coleman Milne, Westhoughton
- Mellor Coachcraft, Rochdale
- VCS Police, Westhoughton

Across all of our positions, pay is based on the nature of the role; men and women are paid equally in the same role based on skill set, not gender. As at 5<sup>th</sup> April 2020, the Woodall Nicholson Limited workforce was 12% Female and 88% male. The majority of male employees work in production roles and majority of women are employed in support office roles.

### Gender Pay Gap Statistics

#### Percentage of Men and Women in each hourly pay quartile

	Lower	Lower Middle	Upper Middle	Upper
<b>Males</b>	92.6%	80.6%	85.3%	88.1%
<b>Females</b>	7.4%	19.4%	14.7%	11.9%

#### Mean and Median Gender Pay Gap using Hourly Pay

Mean -0.6%

Median 0%.

#### Percentage of Men and Women who received Bonus

Female 70.3%

Male 83.1%

#### Mean and Median Bonus Gender Pay Gap Percentage

Mean 50.5%

Median 5.3%

#### Comparisons and Commitment

Woodall Nicholson continue to be committed to supporting all our employees in their chosen career, through fair and equal treatment, without discrimination.

The figures provided are an accurate reflection of our gender pay gap within Woodall Nicholson Limited and are reported inline with government requirements.

- *Jon Sharrock – Group Finance Director*