

# Gender pay gap statistics

to April 2024

Mean Hourly Rate	
Male Staff	£17.81
Female Staff	£14.85
<b>Gap</b>	<b>£2.96</b>
	<b>16.62%</b>

Median Hourly Rate	
Male Staff	£15.45
Female Staff	£13.46
<b>Gap</b>	<b>£1.99</b>
	<b>12.89%</b>

## Bonus entitlement

87% of male staff received a bonus. Eligibility is dependent on length of service, attendance and disciplinary record. 98% of female staff received a bonus. Eligibility is dependent on length of service, attendance and disciplinary record

Mean Bonus Rate	
Male Staff	£1588
Female Staff	£1227
<b>Gap</b>	<b>£361</b>
	<b>22.73%</b>

Median Bonus Rate	
Male Staff	£1117
Female Staff	£1022
<b>Gap</b>	<b>£95</b>
	<b>8.5%</b>

## Quartile Analysis

1 <sup>st</sup> Quartile	Male Staff	96%
	Female Staff	4%
2 <sup>nd</sup> Quartile	Male Staff	94%
	Female Staff	6%
3 <sup>rd</sup> Quartile	Male Staff	97%
	Female Staff	3%
4 <sup>th</sup> Quartile	Male Staff	74%
	Female Staff	26%

For the large part the gender pay gap at Plasmor Ltd reflects the different type of work undertaken by men and women. The vast majority of men are employed in factory / engineering roles which involve shift work. The hourly rates for such work include an allowance for shifts.

All female staff are employed in office-based roles.

All staff, who satisfy criteria length of service, good attendance, good discipline) are eligible for bonus (profit related pay). The level of bonus is a percentage of earnings. In addition to an allowance for shift pay (which increases earnings) factoring / engineering-based staff work longer hours than office-based staff. The absolute level of bonus is therefore higher.

Plasmor Ltd is an equal opportunities employer and all roles are advertised on that basis.