

Plasmor Group Gender Pay Gap Statistics

MEAN HOURLY RATE	
Male Staff	£14.18
Female Staff	£11.44
Gap	£2.74 19%

MEDIAN HOURLY RATE	
Male Staff	£12.51
Female Staff	£10.14
Gap	£2.37 19%

BONUS ENTITLEMENT

100% of eligible male staff receive bonus. Eligibility is dependent on length of service, attendance and disciplinary record.

100% of eligible female staff receive bonus. Eligibility is dependent on length of service, attendance and disciplinary record.

MEAN BONUS RATE	
Male Staff	£3,215
Female Staff	£2,245
Gap	£970 30%

MEDIAN BONUS RATE	
Male Staff	£2,608
Female Staff	£1,840
Gap	£768 30%

QUARTILE ANALYSIS		
1st QUARTILE	Female Staff	96%
	Male Staff	4%
2nd QUARTILE	Female Staff	94%
	Male Staff	6%
3rd QUARTILE	Female Staff	97%
	Male Staff	3%
4th QUARTILE	Female Staff	75%
	Male Staff	25%

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 the 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) factory / 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.