



Gender Pay Gap Information – April 2020

The Gender Pay Gap is the difference between men and women explained through various statistics. It is influenced by a number of factors, including the demographics of a company's workforce.

The Gender Pay Gap is different from Equal Pay. Equal Pay is about a man and a woman receiving equal pay for the same job. Hexstone Limited is committed to equal pay for men and women for the same job.

Mean Pay Gap

The Mean Pay Gap is the difference in average hourly pay for women compared to men within the company.

In Hexstone, the mean pay for men is 12% higher than that for women, this difference is lower than in 2019 when the mean pay for men was 13% higher for men.

Pay rates tend to increase with seniority and the gap is therefore influenced by the higher proportion of men in more senior roles.

Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women in a company and all the men, the Median Pay Gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

In Hexstone, the median pay for men is 0.3% lower than for women. In 2019 the median pay for men was 0.4% higher than for women.

In comparison, the national median hourly pay quoted by the Office for National Statistics shows that women earn 15.5% less than men.

Mean Bonus Pay Gap

In Hexstone, the mean bonus pay for men is 100% higher than that of women.

Due to trading challenges in 2019/20 the Company did not achieve its overall bonus targets resulting in very few staff being paid any bonus.

Median Bonus Pay Gap

There is no difference in the median bonus pay between men and women in Hexstone.

Proportion of Men and Women Paid a Bonus

In Hexstone, 2% of men and 0% of women were paid a bonus.

This is a decrease from 2019 where 88% of men and 92% of women were paid a bonus.

Population by Pay Quartiles

Quartiles represent the pay rates from lowest to highest in our employees split into four equal sized groups, with the percentage of men and women in each quartile.

Quartile	Men	Women
Upper	68%	32%
Upper Middle	58%	42%
Lower Middle	58%	42%
Lower	71%	29%

Declaration

We confirm that the information and data reported are accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



I J V DOHERTY
Chief Executive