



## **Gender Pay Gap Information – April 2021**

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 15% higher than that for women, this difference is higher than in 2020 when the mean pay for men was 12% 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 2.1% higher than for women. In 2020 the median pay for men was 0.3% lower 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 59% lower than that of women.

### **Median Bonus Pay Gap**

The median bonus pay for men is 44% higher than that of women.

Due to trading challenges in 2020/21 the Company did not achieve its overall bonus targets resulting in very few staff being paid any bonus. As a result, the mean and median pay gaps are not comparable with historic trends.

### **Proportion of Men and Women Paid a Bonus**

In Hexstone, 9% of men and 5% of women were paid a bonus.

This is an increase from 2020 where 2% of men and 0% 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	73%	27%
Upper Middle	55%	45%
Lower Middle	53%	47%
Lower	64%	36%

### 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