

# Gender Pay Gap 2020

**PERI Ltd** was founded in 1989 and has grown steadily to be recognised as a market leader in the UK formwork industry. Our guiding philosophy is to provide the best possible solutions together with the best possible service.

All companies who employ more than 250 employees are required to report their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our Company. This report has been produced in compliance with the regulations and the results are based upon the snapshot date of 5th April 2020.

On the snapshot date **PERI Ltd** had 258 employees. Due to COVID-19, 84 were furloughed and 174 employees were relevant for the purposes of this report.

## Pay and bonus difference between men and women:

	Mean	Median
Pay	14.6%	14.9%
Bonus	60.6%	28.4%

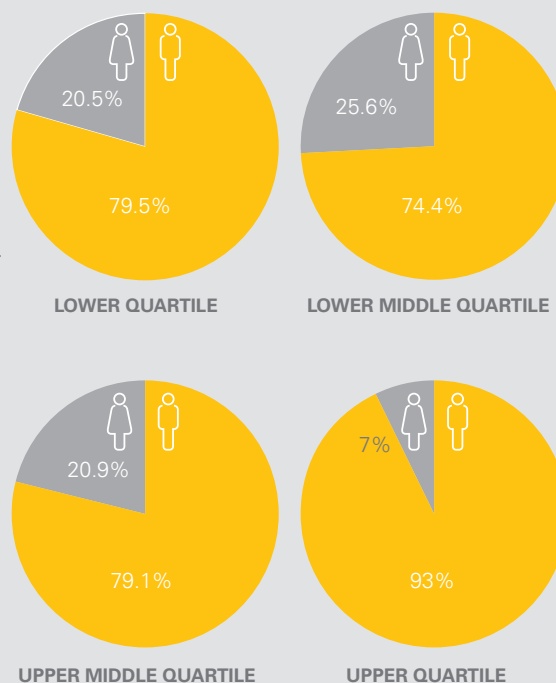
The above shows the percentage by which women's average hourly pay and bonus is lower compared to men.

## Proportion of employees receiving a bonus\*



\*The reported figures are lower than 100% due to new starters who were employed on the snapshot date in April 2020 but not when the bonus was paid in December 2019.

## Proportion of males and females in each pay quartile



**PERI Ltd** has an 82% - 18% male-female split, a mean gender pay gap of 14.6% and a median gender pay gap of 14.9%. The gap reflects that there are more males in senior, higher paid roles within the organisation. In a business that is centred around Engineering and Construction, it is not uncommon to find that the workforce has a higher proportion of men than women that in turn results in fewer women in more senior roles. Compared to our report last year the results show that more women have fallen into the Upper Middle Quartile.

We expect that reducing the pay gap will take time as the nature of our industry historically attracts more males than females. We acknowledge that women are still underrepresented and will continue to encourage our managers to attract, train and develop employees to help close the gap and address the male-female balance within the business.

I confirm that the information and data provided is accurate and in accordance with mandatory requirements.

Alasdair Stables | Managing Director



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