



**GENDER PAY GAP
REPORT 2019**



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OVERVIEW

The Equality Act 2010 (Gender Pay Gap Information) Regulations came into force on 6th April 2017.

ACAS and the GEO (Government Equalities Office) developed and published the guidance on the Gender Pay Gap Reporting Regulations (Managing Gender Pay Gap Reporting in the Private and Voluntary Sectors). This document was used in conjunction with the published Regulations to produce this report.

The regulations require all private, voluntary and public sector employers with a headcount of 250 or more employees on the 5th April 2019 to publish information pertaining to their gender pay gap under six specific headings:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males and Females Receiving a Bonus Payment
- Proportion of Males and Females Per Quartile Band

As required by the regulations, the data relates the pay period which encompasses the 'snapshot' date of the 5th April 2019. The data is required to be published on our Company website and the dedicated Government website within the 12 month period following the 5th April annually. The report must remain on our website for a period of three years.

The Regulations do not require companies to provide a narrative to support their report, however, it is recommended that you do and one is detailed in this report accordingly.

THE GENDER PAY GAP REPORT

The information for this report is taken from the pay period including the snapshot date of the 5th April 2019 for Gardline Limited. The information regarding Bonus payments is taken from the 12 month period ending on the snapshot date of the 5th April 2019.

This information is accurate at the time of writing this report.

- a) The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. Detailed as a percentage of the mean hourly rate of pay of male full-pay relevant employees:

22.97%

- b) The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. Detailed as a percentage of the median hourly rate of pay of male full-pay relevant employees:

28.47%

- c) The difference between the mean bonus pay paid to male full-pay relevant employees and that of female full-pay relevant employees. Detailed as a percentage of the mean bonus pay paid to male full-pay relevant employees:

58.31%

- d) The difference between the median bonus pay paid to male full-pay relevant employees and that of female full-pay relevant employees. Detailed as a percentage of the median bonus pay paid to male full-pay relevant employees:

33.90%

- e) The proportion of male and female full-pay relevant employees who were paid bonus pay. Detailed as a percentage of male full-pay relevant employees:

10.71%

And as a percentage of female full-pay relevant employees:

11.32%

- f) The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. The proportions of male full-pay relevant employees and female full-pay relevant employees are detailed as a percentage for each quartile pay band:

Lower Quartile Pay Band

Male	63.06%
Female	36.94%

Lower Middle Quartile Pay Band

Male	70.27%
Female	29.73%

Upper Middle Quartile Pay Band

Male	84.55%
Female	15.45%

Upper Quartile Pay Band

Male	86.36%
Female	13.64%

SUPPORTING STATEMENT

The average gender pay gap for Gardline is 22.97%. This is the percentage difference between the average hourly pay for full-pay relevant males and the average hourly pay for full-pay relevant females.

We acknowledge that this is above the UK average of 17.9% reported by the ONS (Office of National Statistics) in October 2018, however, it does reflect the industry we operate in. It should be noted that the 2019 figure has reduced from our reported 2018 figure, and we expect this trend to continue.

The scale of the gender pay gap should be viewed in the context of the industry we operate in and overrepresentation of males in all four quartiles, specifically the upper middle and the upper quartiles. We will continue to endeavour to address the differential between males and females within our business, although this is indicative of the industry.

I, Christiaan Vermeijden, CEO, confirm that the information in this statement is accurate.

Signed



Date

22.7.2019