

Epwin Group

Gender Pay Gap

Report 2020



Epwin Group Plc

2020 GENDER PAY GAP REPORT

All UK companies with 250 or more employees on 5 April 2020 must report annually details of their gender pay and bonus gap.

Epwin Group is publishing its 2020 annual gender pay gap report for its legal entities that employ more than 250 people.

We have taken the opportunity to voluntarily publish a gender pay gap report for Epwin Group Plc as a whole.

All of the Group's employees are UK based and are mainly employed by two legal entities, Specialist Building Products Limited and Specialist Building Distribution Limited. Both are in scope as they each employ more than 250 people in the UK.

Epwin operates in the manufacturing sector, which historically has a significantly higher proportion of male employees, 84.7% of Epwin Group employees are male. Having a greater awareness of the Gender Pay information enables us to take a holistic view of our Group and we continue to monitor our gender pay gap, focusing on ways to attract, retain and develop our diverse workforce.

Having compared previous years data and the 2020 report, we are confident that we pay men and women equally for work of equal value, and that any differences from previous years are not an indication there is differential due to gender.

Epwin continues to be committed to best corporate practices and ethical values and aims to put in place measures to create a diverse and inclusive place to work across all levels and locations of the business.

We confirm that Epwin Group Plc's gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jonathan Bednall

For and on behalf of the Board of Directors of Epwin Group Plc



Epwin Group Plc

Pay and bonus comparison between women and men (at 5th April 2020)

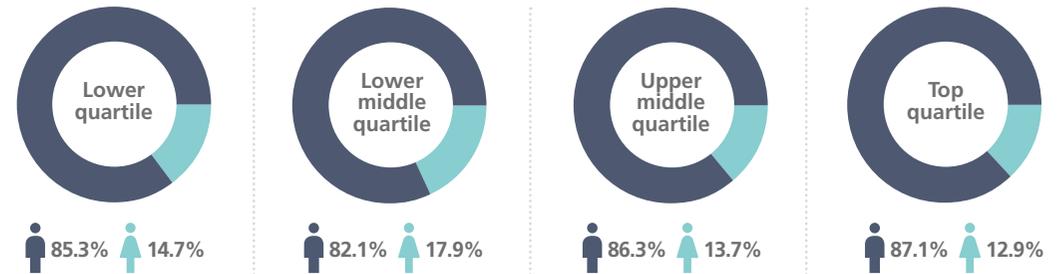
	Mean	Median
Hourly Pay	1.5%	1.8%
Bonus	-57.3%	-20.4%

This chart shows the percentage by which women's average hourly pay and bonus pay is compared to men. A negative % indicates women are paid more.

Proportion of employees receiving a bonus
in 12 months preceding 5th April 2020. Bonus calculations include, Productivity, Attendance, Sales and Management bonus



Distribution of employees across pay quartiles (at 5th April 2020)



The chart above shows the gender distribution across our business in four quartiles based on pay bands. There is a significantly greater proportion of male employees across all levels of our business reflecting the nature of our business and the sector in which we operate.

Specialist Building Products Limited

Pay and bonus comparison between women and men (at 5th April 2020)

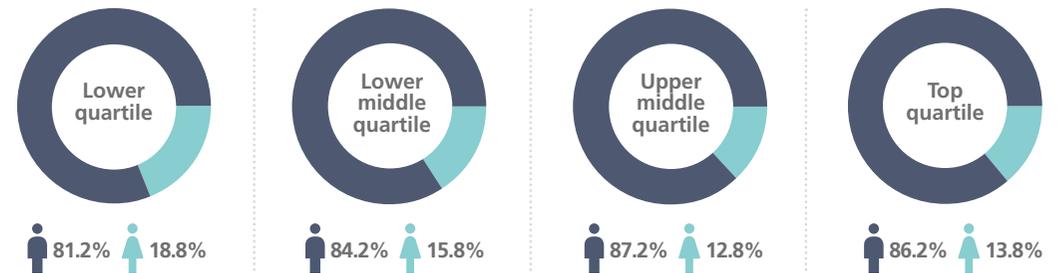
	Mean	Median
Hourly Pay	3.2%	2.2%
Bonus	-48.9%	-26.1%

This chart shows the percentage by which women's average hourly pay and bonus pay is compared to men. A negative % indicates women are paid more.

Proportion of employees receiving a bonus
in 12 months preceding 5th April 2020. Bonus calculations include, Productivity, Attendance, Sales and Management bonus



Distribution of employees across pay quartiles (at 5th April 2020)



The chart above shows the gender distribution across our business in four quartiles based on pay bands. There is a significantly greater proportion of male employees across all levels of our business reflecting the nature of our business and the sector in which we operate.

Specialist Building Distribution Limited

Pay and bonus comparison between women and men (at 5th April 2020)

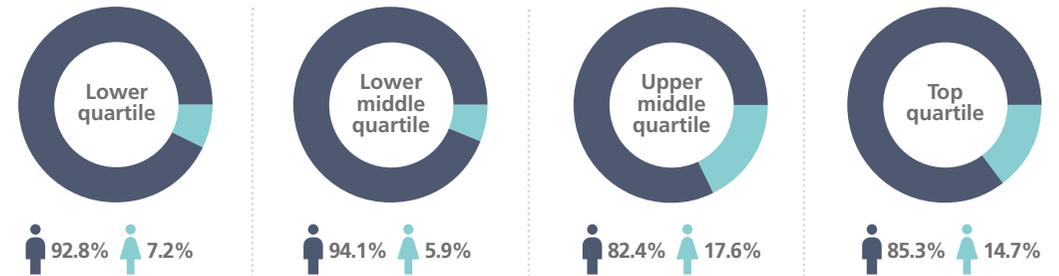
	Mean	Median
Hourly Pay	-9.3%	-13.2%
Bonus	28%	5.7%

This chart shows the percentage by which women's average hourly pay and bonus pay is compared to men. A negative % indicates women are paid more.

Proportion of employees receiving a bonus in 12 months preceding 5th April 2020. Bonus calculations include, Productivity, Attendance, Sales and Management bonus



Distribution of employees across pay quartiles (at 5th April 2020)



The chart above shows the gender distribution across our business in four quartiles based on pay bands. There is a significantly greater proportion of male employees across all levels of our business reflecting the nature of our business and the sector in which we operate.



What is gender pay gap?

A gender pay gap is the **difference between average earnings of men and women** across an entire entity shown as mean (average) and median (mid-point) pay and earnings. The **gender pay gap is not about equal pay**. Equal pay is about job roles and deals with pay differences between men and women who are carrying out the same job.