



# Pay Gap Reporting

## Credon Timber Engineering Ltd Pay Gap Reporting;

- At Credon Timber Engineering Ltd, we are committed to providing a working environment where all employees feel valued and respected.
- We are working hard to develop a more diverse workforce and making our business a more attractive employer for everyone.
- As we have in excess of 250 employees we are required to publish the information below relating to our Gender Pay Gap.

## Credon Timber Engineering Ltd Pay Gap;

- In Credon the female mean hourly rate in 2019 was 2.82% lower than the rate paid to males and the median gap was -6.79%.

## Credon Timber Engineering Ltd Bonus Gap;

- There was a percentage difference of 0.47% in the mean bonus payments between males and females, with a median percentage difference of -58.06%.

## What are we doing to improve;

- We are working hard to attract more female employees to our business.
- We have continued to enhance our employment benefits package through our Keystaff rewards programme.
- We encourage part time and flexible working hours.
- We are launching a new Apprenticeship/Trainee programme in 2020 for Designers which will equally appeal to female and male potential applicants.

## Conclusion;

- At Credon Timber Engineering Ltd, we are committed to minimising our Gender Pay Gap to create a more diverse workforce where all employees can progress and develop their careers.

2/1/20

Stephen Thompstone  
Group Chief Executive