



Gender Pay Gap Reporting

- At Crendon 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.

Crendon Timber Engineering Pay Gap

- In Crendon the female mean hourly rate in 2018 was 19.2% lower than the rate paid to men and the median gap was 7.2%.
- The analysis vs the previous year is not relevant as the business reported as part of a larger group in 2017 before being sold.

Crendon Timber Bonus Gap

There were no bonus payments paid in 2018.

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 2019 for Designers which will equally appeal to female and male potential applicants,

Conclusion

At Crendon we are committed to minimising our Gender Pay Gap to create a more diverse workforce where all employees can progress and develop their careers.

4/1/23

Stephen Thompstone
Group Chief Executive