

24/25

GENDER PAY GAP REPORT

This report sets out the Gender Pay Gap statistics for Crendon Timber Engineering Ltd in relation to the reporting year of 2024/25.



Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Crendon Timber Engineering Ltd is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Organisational Context

Crendon Timber Engineering Ltd is one of the UK's leading timber engineering businesses, operating across 12 locations within England and Wales, supplying primarily into the construction sector.

The Gender Pay Gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Our commitment to Equality and Diversity

Crendon Timber Engineering Ltd is committed to providing a working environment in which everyone feels valued and respected and can pursue a rewarding career whilst contributing to the success of our business. We believe that there are benefits to having a diverse workforce and aim to ensure that everyone can enjoy equal opportunities in an environment which is free from discrimination, harassment, bullying and victimisation. We oppose all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic origin, sex, marital status, disability, part-time or fixed term status, parental responsibilities, age, religion/belief, or sexual orientation.

Gender Pay Gap

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 4% (in favour of males).

Median gender pay gap

Based on the median hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 7.2% (in favour of females).

Gender Bonus Gap

Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 28.1% (in favour of males).

Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 16.1% (in favour of males)

Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows:

Male employees: 97.2%

Female employees: 95.3%

Salary Pay Quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower	Lower middle	Upper middle	Upper
	%	%	%	%
Male	94.1	90.1	82.2	91.1
Female	5.9	9.9	17.8	8.9

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:



Name: Stephen Thompstone

Job title: Group Chief Executive

Date of statement: 3rd April 2025