

# HOTCHKISS LTD - GENDER PAY GAP REPORT 2019

Hotchkiss Ltd is required by law to publish an annual gender pay gap report.

This is our report for the snapshot date of 5 April 2018.

- The mean gender pay gap for Hotchkiss Ltd is 18.1%
- The median gender pay gap for Hotchkiss Ltd is -3.2%
- The mean gender bonus gap for Hotchkiss Ltd is 77.1%
- The median gender bonus gap for Hotchkiss Ltd is 50.0%
- The proportion of male employees in Hotchkiss Ltd receiving a bonus is 67% and the proportion of female employees receiving a bonus is 47%.

Pay quartiles by gender:

Band	Males	Females	Description
A	74%	26%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	92%	8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	72%	28%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	91%	9%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

On the whole, our gender pay gap has reduced compared to our figures published last year. The gender bonus gap is largely caused by our Workshop where we operate a productivity bonus scheme.

I, David Baldock, Managing Director, confirm that the information in this statement is accurate.

Signed



Date

14<sup>th</sup> March 2019