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## Gender Pay Gap Report 2020

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# Gender Pay Gap 2020



## Understanding the Gender Pay Gap

It is important to understand that gender pay is not the same as equal pay. Equal pay means that men and women performing the same or similar role in an organisation must receive the same pay.

## What is the gender pay gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men expressed as a percentage



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# Gender Pay Gap 2020

## Why do organisations have to publish this information?

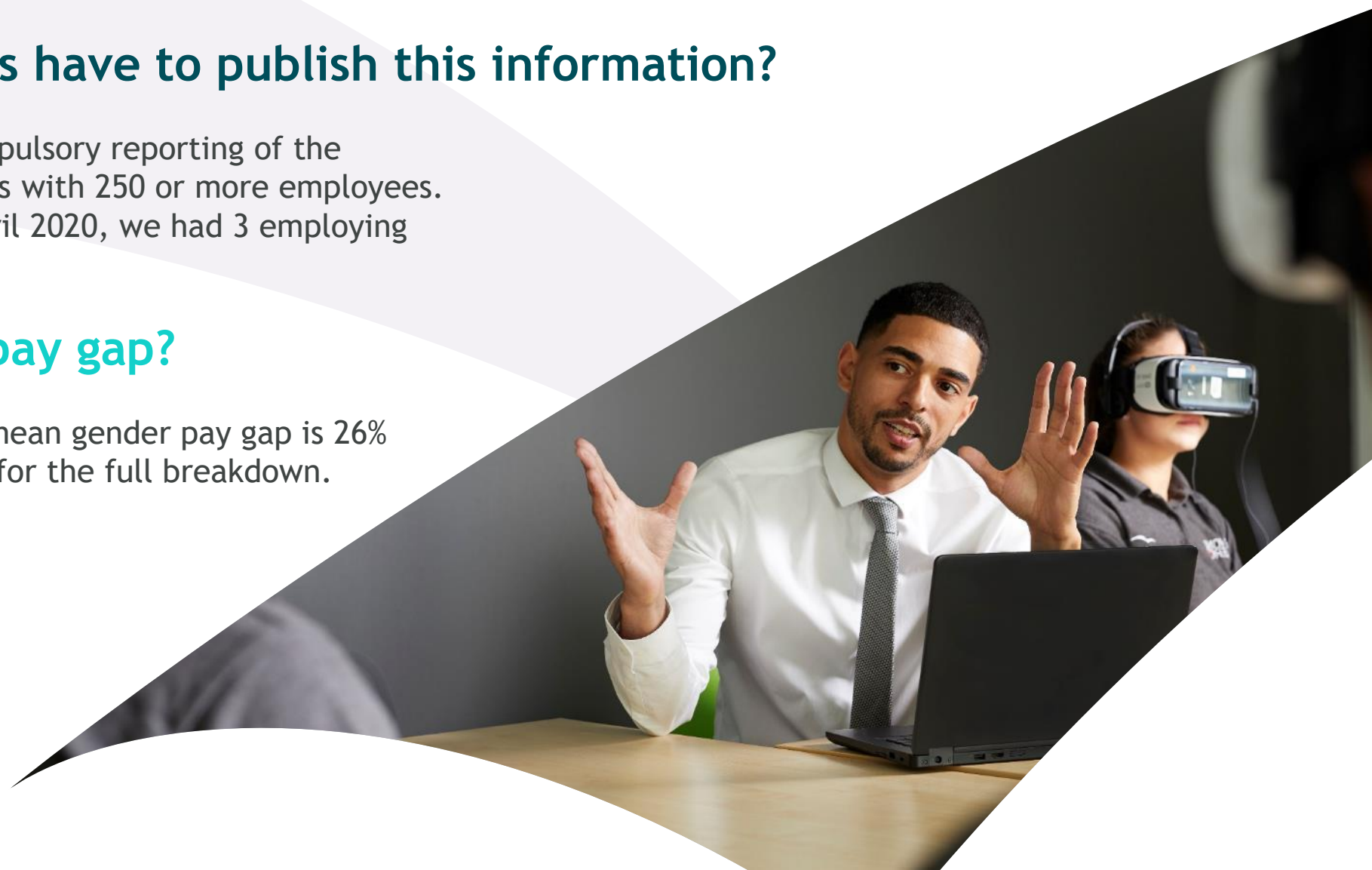
UK government introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees. On the snapshot date of 5th April 2020, we had 3 employing entities which met this criteria.

## What is our gender pay gap?

From our analysis our average mean gender pay gap is 26% - please refer to the next slide for the full breakdown.

## Why is there a gap?

Historically the engineering & construction industry in the UK has been male dominated and the symptoms of this remain today.

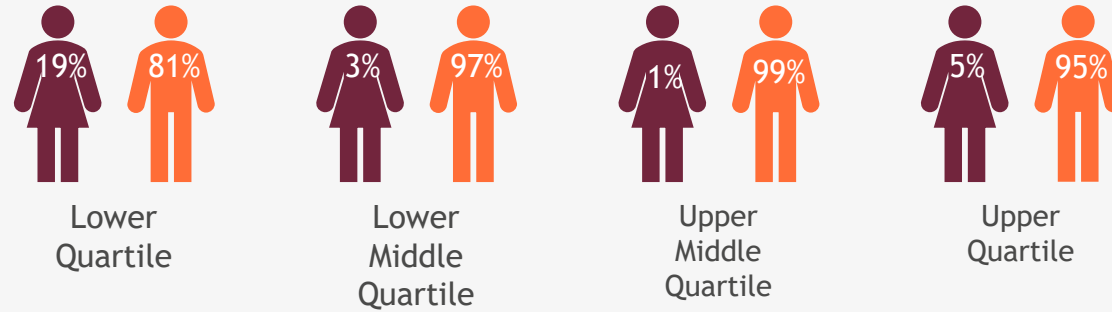




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# Cape Industrial Services Ltd

The proportion of males and females in each pay quartile is:



## Gender Pay Gap Statistics for 2020

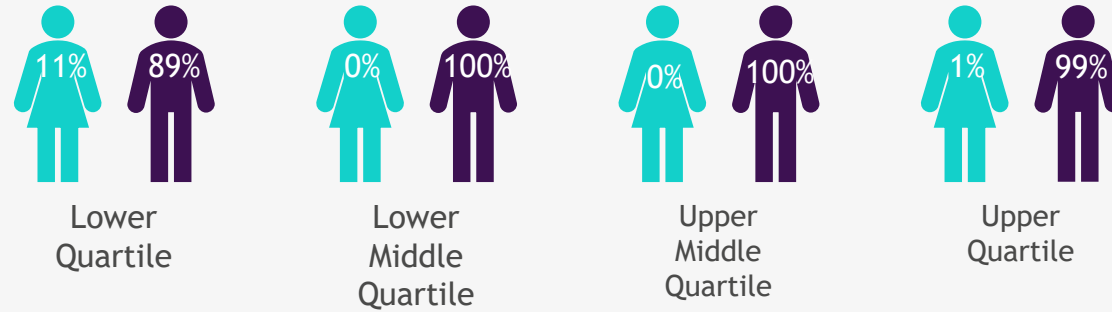
	Pay Gap	Bonus Gap
Mean (Average)	20%	-11%
Median (Middle)	26%	-1%



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# Cape Engineering Services Ltd

The proportion of males and females in each pay quartile is:



## Gender Pay Gap Statistics for 2020

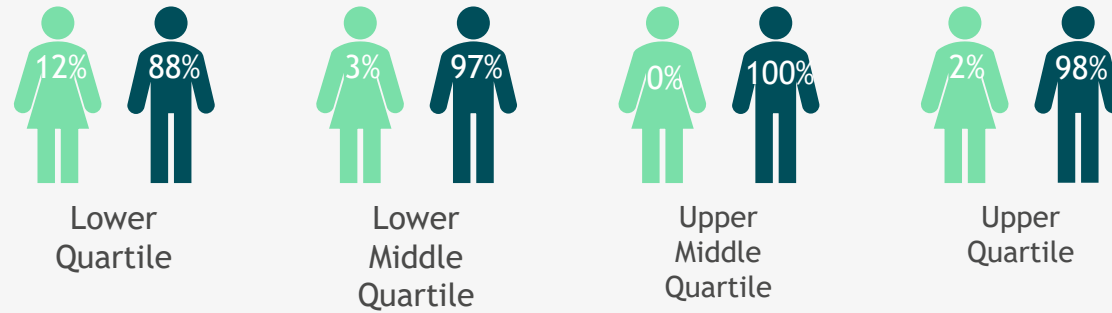
	Pay Gap	Bonus Gap
Mean (Average)	35%	49%
Median (Middle)	37%	-341%



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# Hertel Limited

The proportion of males and females in each pay quartile is:



## Gender Pay Gap Statistics for 2020

	Pay Gap	Bonus Gap
Mean (Average)	24%	13%
Median (Middle)	32%	6%



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## Statement from our CEO

### *Accuracy Statement*

*I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.*

A handwritten signature in black ink, appearing to read "Paudie Somers".

*Paudie Somers  
CEO UK, Ireland & Nordics*