

James Walker & Co. Limited is committed to meeting its legislative requirements for UK employers with a workforce of more than 250 members and to publish their gender pay gap by 4 April 2021. The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay.

At James Walker & Co. Limited we want to ensure that everyone is rewarded fairly for their work and is able to enjoy the same access to opportunities to increase their earnings, driven by our Company Values and Ethos of "putting people at the heart of amazing engineering". The calculations below align to these requirements and cover the period snapshot date of 5 April 2020.

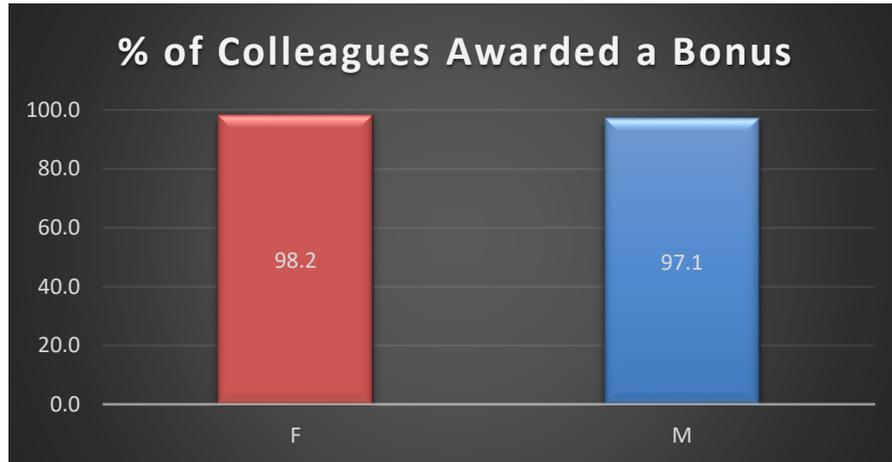
## Our 2020 Gender Pay Gap Report

### Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
<b>Hourly fixed pay 2020</b>	8.8%	2%
Hourly fixed pay 2019	13.3%	10.1%
<b>Bonus paid 2020</b>	71.5%	0%
Bonus paid 2019	74.6%	0%

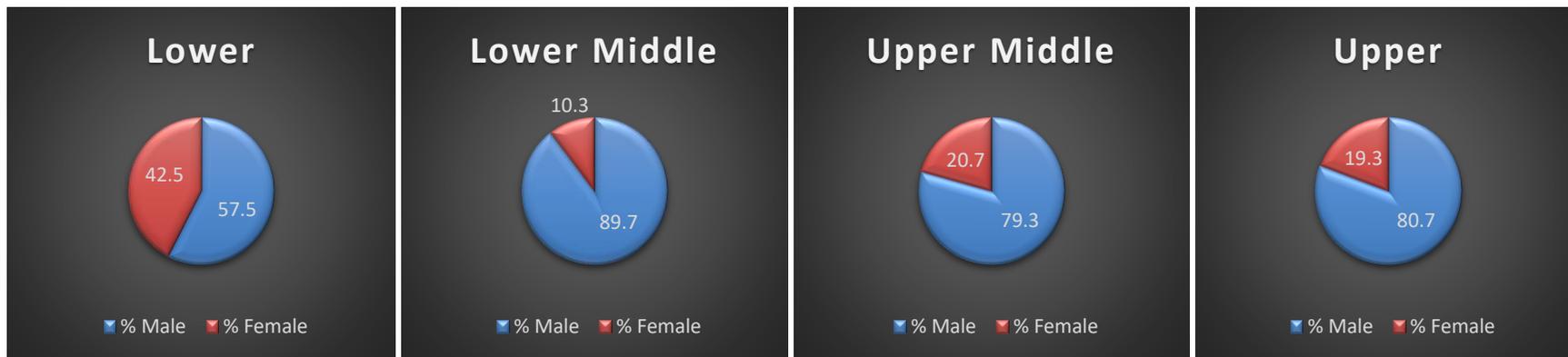
The table above shows our overall mean and median gender pay gap based on hourly rate of pay as at the snapshot date. It also captures the mean and median differences between bonuses paid to men and women at James Walker in the year up to 5 April 2020, i.e. for the financial year 2019/20. Our median gender pay gap is 2%, which is well below the national gender pay gap of 17% as published by the Office for National Statistics.

## Proportion of employees awarded a bonus for 2019/20



This table shows that 98.% of female colleagues and 97.1% of male colleagues were awarded a bonus during the 2019/20 tax year.

## Pay Quartiles



The above image illustrates the gender distributions at James Walker across for equally sized quartiles, each containing 87 colleagues.



## Understanding our Pay Gap Data

2020 has not been a typical year for James Walker & Co. Limited, and we have suffered the effects of the pandemic. During April 2020 a number of our colleagues were placed on furlough. This affects our figures relating to hourly rates of pay and employees distributed within the pay quartiles.

At James Walker & Co. Limited we have a structured salary system in our manufacturing operations, based on skills and experience, and regardless of gender we apply the same hourly rates of pay within roles. James Walker & Co. Limited is a manufacturing business and as with many businesses of this type, in the engineering sector, our workforce is predominantly male.

We believe the personal choices our colleagues make around their working patterns play a key part in our gender pay gap. In particular, when we analysed the effect of shift working, we found more male colleagues working shifts and so earning additional shift premiums. When these payments are removed the gender pay gap reduces significantly.

The remaining gender pay gap is largely attributed to the fact that more male colleagues are working in more senior roles when compared to female colleagues and these roles are higher paid. This can be seen in the pay quartiles analysis above, which highlights there are proportionally more male colleagues than female in the highest paid quartile.

There are different bonuses paid to colleagues in certain roles where the proportion of pay at risk as bonus is higher. A higher proportion of bonus for certain types of role is common practice in the UK and explains the bonus gap.

Overall in reviewing the data we are confident that men and women are paid equally within the various job functions in James Walker & Co. Limited.

# James Walker<sup>®</sup>

## Statement of Accuracy

I confirm that the above information is accurate to the best of my knowledge and belief.

Signed: 

Name: Ed Surman

Role: Site Director

Date: 15<sup>th</sup> March 2021