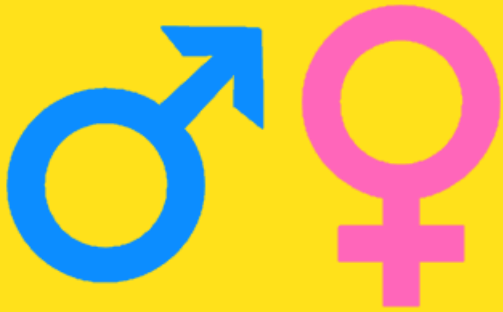


# GENDER PAY GAP REPORT

## APRIL 2017

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**Trant Engineering Limited**



Trant Engineering Ltd operates in the engineering sector, which historically has been a male dominated industry. Aligned to this, the workforce employed in engineering and construction on site make up 47% of an all male workforce. It is the nature of these workforces that causes the notable differences in the gender pay gap. The remaining workforce is management; professional personnel and administration, of these 30% are female, mainly holding administrative roles.

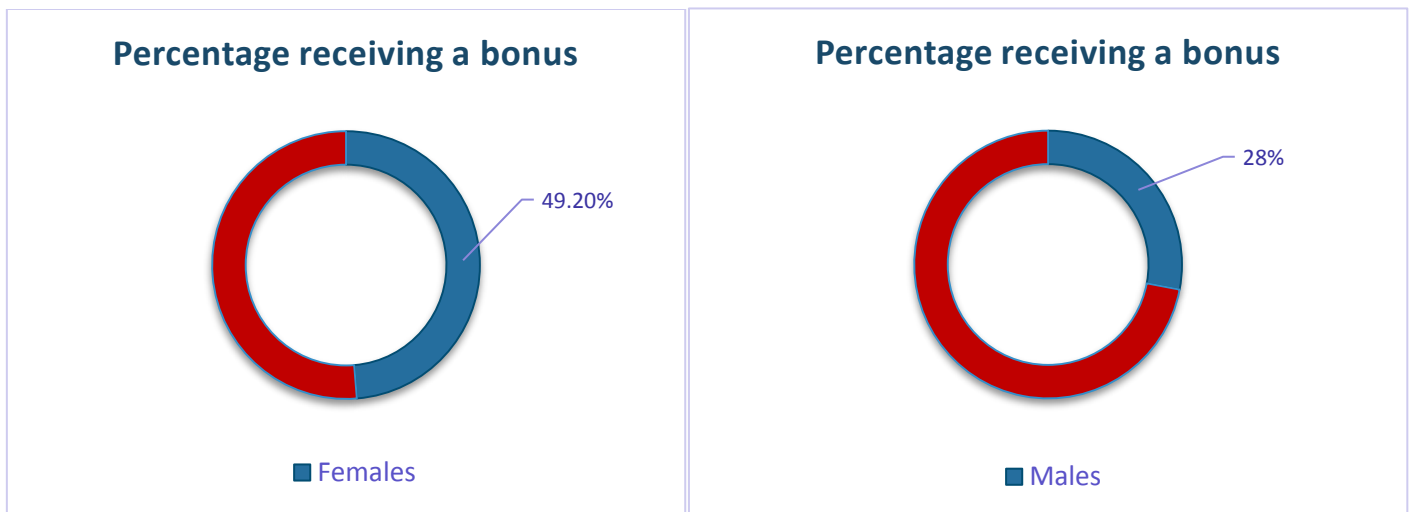
The management, professional and administration grades are eligible for an individual performance bonus, hence why 49% of females compared to 28% of males have received one. The bonuses are usually paid in arrears for each completed calendar year; therefore employees joining within the year may not be entitled to receive one.

As a company, we understand the importance of training and professional development across the entire spectrum of employees. We are an equal opportunities employer and actively seek female candidates; however, there has been a reduced number of female applicants for vacancies in engineering roles across the sector. As a result, we are continuously focused on developing initiatives for the development of the entire workforce.

**Gender Pay Results**

Mean gender pay gap in hourly pay	20.4%
Median gender pay gap in hourly pay	24.6%
Mean bonus gender pay gap	44.5%
Median bonus gender pay gap	50.0%

**Bonus Pay Results**



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## Gender Split by Quartile

Proportion of males and females in each pay quartile	Male%	Female%
Lower quartile	69.2	30.8
Lower middle quartile	91.7	8.3
Upper middle quartile	98.5	1.5
Top quartile	92.4	7.6

We have a consistent approach to remuneration aimed at ensuring that all employees are treated equally and paid fairly based on the business performance and market conditions. We are committed to a policy of gender equality and will continue in the forthcoming year, to ensure that this policy is applied within all aspects of our business.



Gerry Somers  
**Managing Director**