

# WALTERS RESOURCES LIMITED

## Gender Pay Gap Data

Women's hourly rate is 100% lower (mean) and 100% lower (median).

Top salary quartile has 100% men and 0% women.

Upper middle salary quartile has 100% men and 100% women.

Lower middle salary quartile has 100% men and 100% women.

Lower salary quartile has 100% men and 100% women.

Women's bonus pay is 100% lower (mean) and 100% lower (median).

33% of men and 0% of women received bonus pay.

This snapshot was taken on 5/4/2020. At that time, the business was being significantly affected by Coronavirus, and as such a large proportion of employees were on Furlough. This meant all administrative staff were not working, and therefore were not included in the data. All administrative staff were female, which resulted in no data for female staff.

This information is produced in accordance with the Gender Equalities Standard Office requirements and covers the period 5 April 2020.