

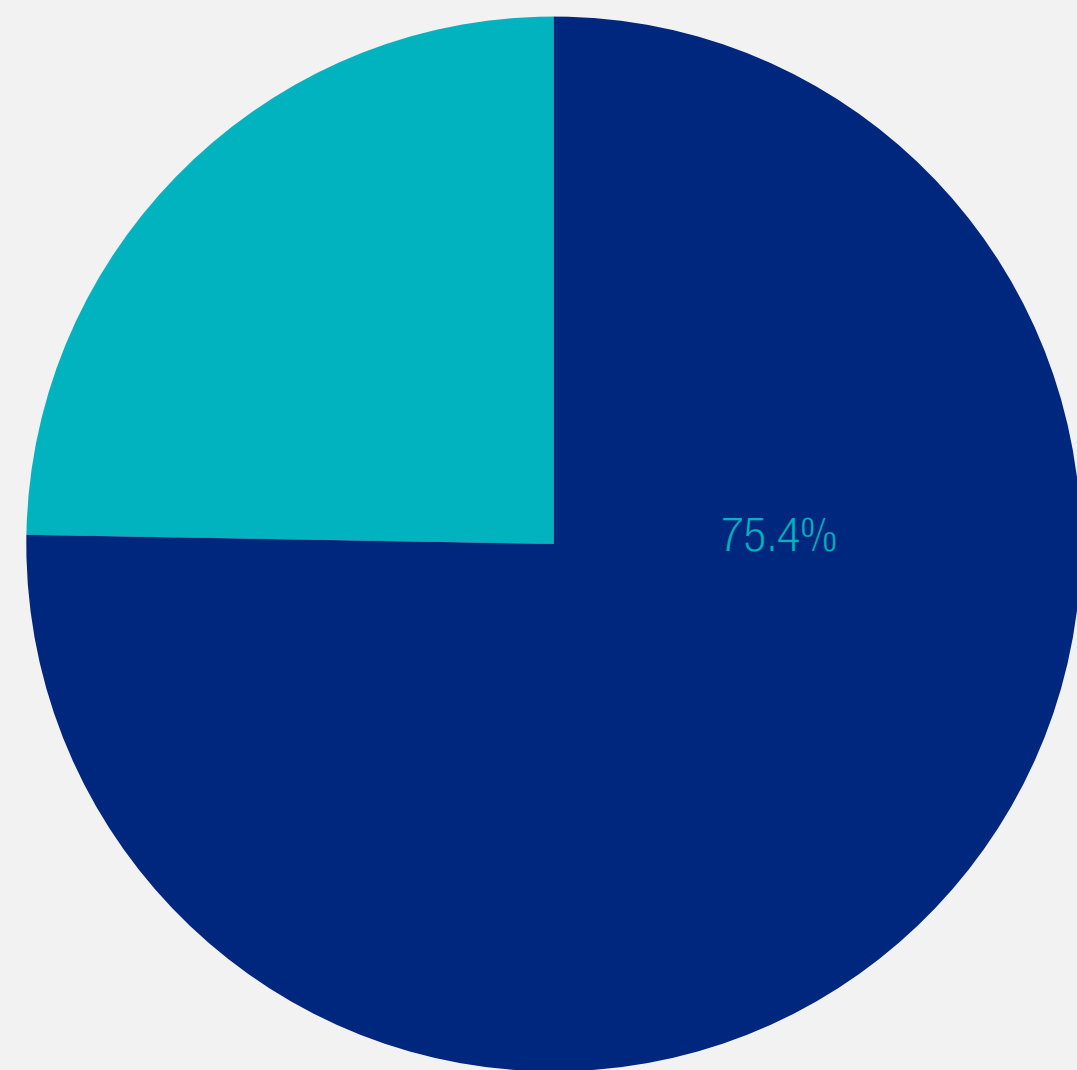
# Gender Pay Gap Report 2020/21

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. UK regulations require all companies with 250 or more employees to report their gender pay gap.

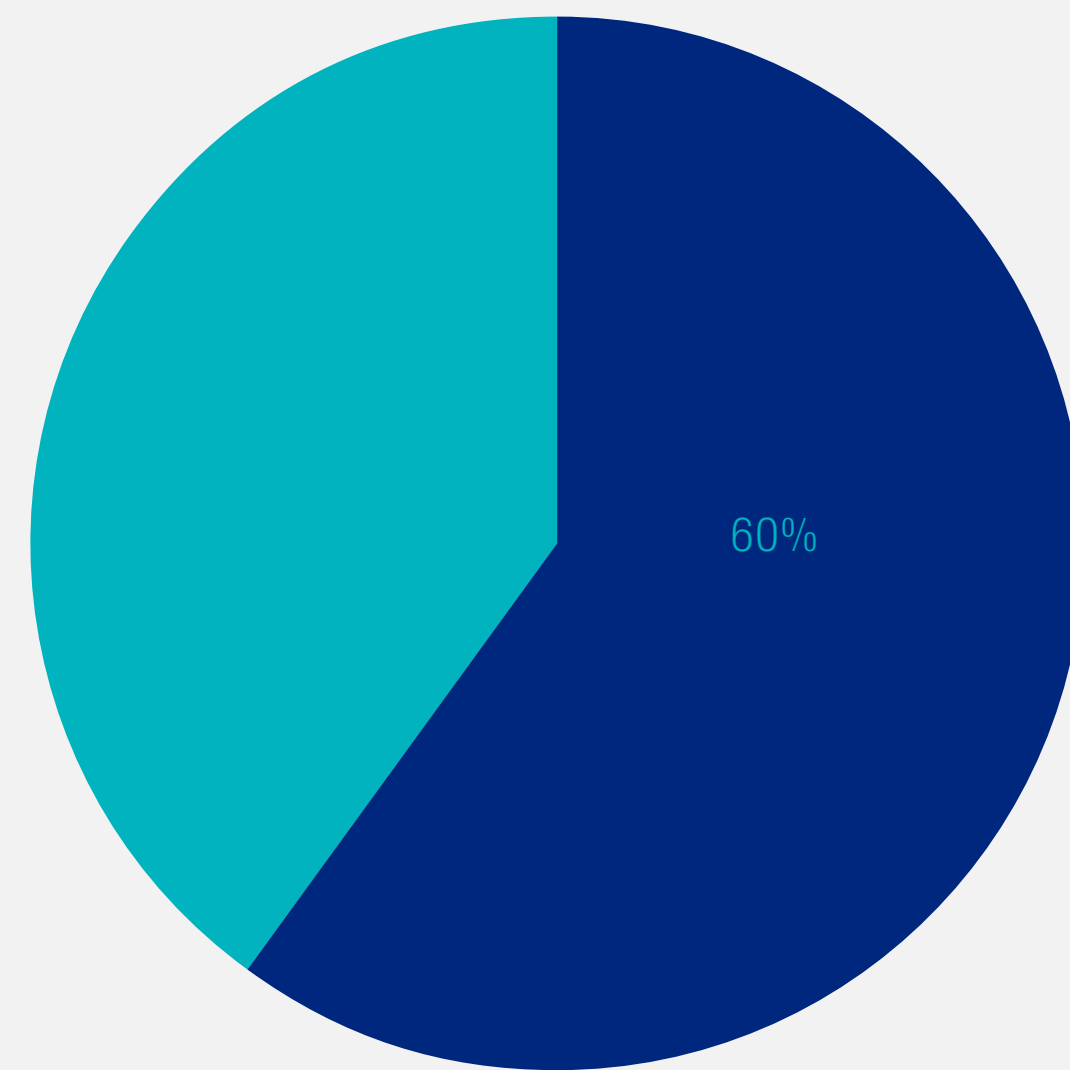
## Employee headcount

**250 to 499** – Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date.

## Mean and median gender pay gap using bonus pay



MEAN GENDER PAY GAP USING BONUS PAY



MEDIAN GENDER PAY GAP USING BONUS PAY

## Percentage of men and women in each hourly pay quarter

### UPPER HOURLY PAY QUARTER



### UPPER MIDDLE HOURLY PAY QUARTER



### LOWER MIDDLE HOURLY PAY QUARTER

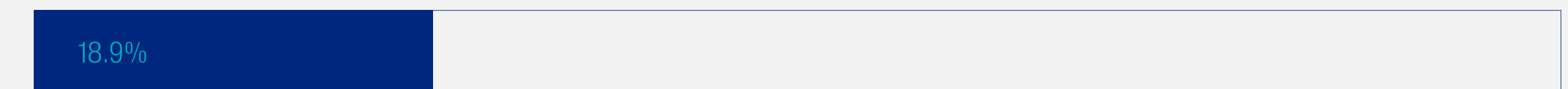


### LOWER HOURLY PAY QUARTER

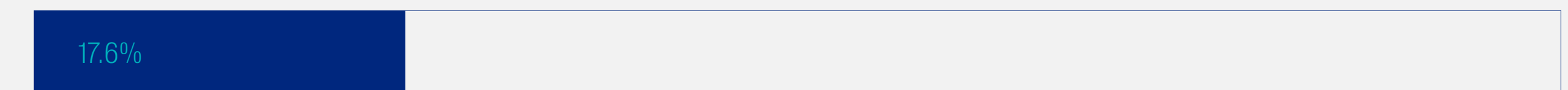


## Mean and median gender pay gap using hourly pay

### MEAN GENDER PAY GAP USING HOURLY PAY

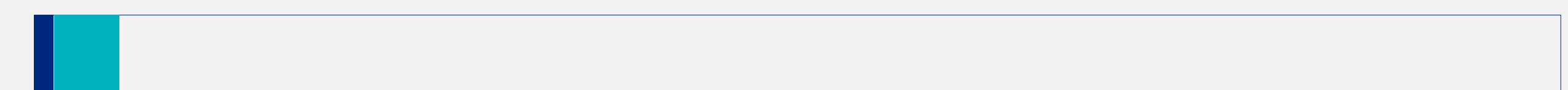


### MEDIAN GENDER PAY GAP USING HOURLY PAY



## Percentage of men and women who received bonus pay

### PERCENTAGE OF MEN AND WOMEN WHO RECEIVED BONUS PAY



Men 1.8% Women 5.9%

## Equal Opportunities

Ross-shire Engineering is committed to being an employer of choice. Promoting equality of opportunity and treatment for all employees is fundamental to that commitment. Ross-shire Engineering do not discriminate on the basis of age, disability, gender, marital status, civil partner status, pregnancy, maternity, race, colour, nationality, ethnic origin, national origin, belief, sex or sexual orientation.

## Equal Pay

Ross-shire Engineering is committed to providing equal pay for equal work. Where Ross-shire Engineering employ males and females to do the same work, Ross-shire Engineering is committed to and ensure that they are paid equally.

Statistically it has been demonstrated that the Engineering & Construction industry is male dominated and Ross-shire Engineering is no exception to this. Despite the best efforts of Ross-shire Engineering to recruit females, particularly Engineers, Project Managers and Operatives, it has proven extremely difficult due to limited female availability and interest, particularly in the Scottish Highlands.

## Gender Pay Gap

The gender pay gap is the difference in the average pay and bonuses of all men and all women across an organisation. Although Ross-shire Engineering are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for women and men. This gap is because of the unequal distribution of men and women across the company and not because of our pay and recruitment policies and practices. The gender pay gap at Ross-shire Engineering is strongly influenced by the salaries/wages and gender make-up of its Engineers, Project Managers and Operatives, which make up approximately 85% of its workforce. Engineers, Project Managers and Operatives are predominantly male and their salaries/wages, relative to other employees, results in the increase of average male pay at Ross-shire Engineering.