

BALMORAL COMTEC LTD

GENDER PAY GAP REPORT 2020

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which came into force on 6 April 2017 employers with in excess of 250 employees are required to publish gender pay gap data on their website on an annual basis.

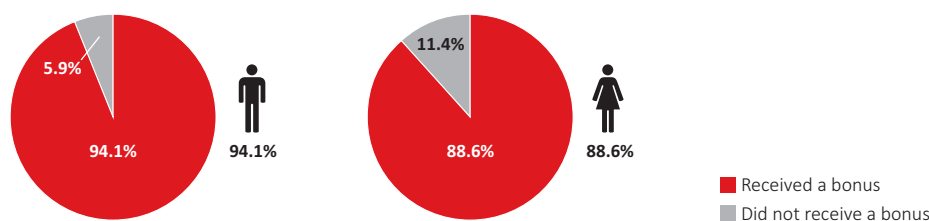
This report is based upon the 272 male and 44 female employees at the snapshot date of 5 April 2020 with bonus data from bonuses paid in the 12 months prior to that date.

Difference between men and women

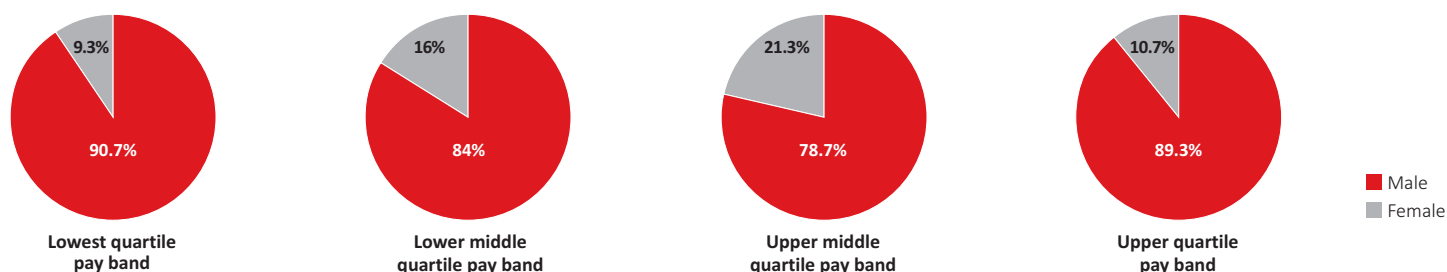
	Mean	Median
Hourly fixed pay gap	10.7%	(10.5%)
Bonus pay gap	22.8%	12.8%

Positive gender pay gap figures denote higher male earnings, while negative figures denote higher female earnings.

Proportion of employees awarded a bonus



Proportion of males and females in each pay quartile %



During the year the number of female employees in the business increased across all pay quartiles, but with more joining as trainees, the proportion of female employees in the lower two quartiles increased by more than the upper two. This had the effect of lowering the mean average for female employees and increased the gap to 10.7% which remains below national averages. The median pay also fell but female employees continue to be paid 10.5% more than male employees on this measure. The timing of when new female employees joined the business was the main reason for the increase in the bonus pay gap in the year.

Balmoral Comtec Limited is an equal opportunities employer and recruits the best people for the job. The gender imbalance and structural workforce challenges that the company faces are indicative of wider issues in the United Kingdom such as the lower number of females studying STEM subjects at university and going into STEM careers, and certain manufacturing industry roles being more appealing to males, a view Balmoral continues to challenge.

I confirm that the Balmoral Comtec Limited gender pay gap calculations are accurate and fully meet the requirements of the legislation.

D Reay
Finance Director

