



Synseal Extrusions Ltd

Gender Pay Gap Reporting

With effect from 2017 it has become a legal requirement for companies with 250 or more employees to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing HR and Payroll records.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee's data.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

We are required to publish the results on our own website and a government website.

Below is the statutory information and the background of our results:

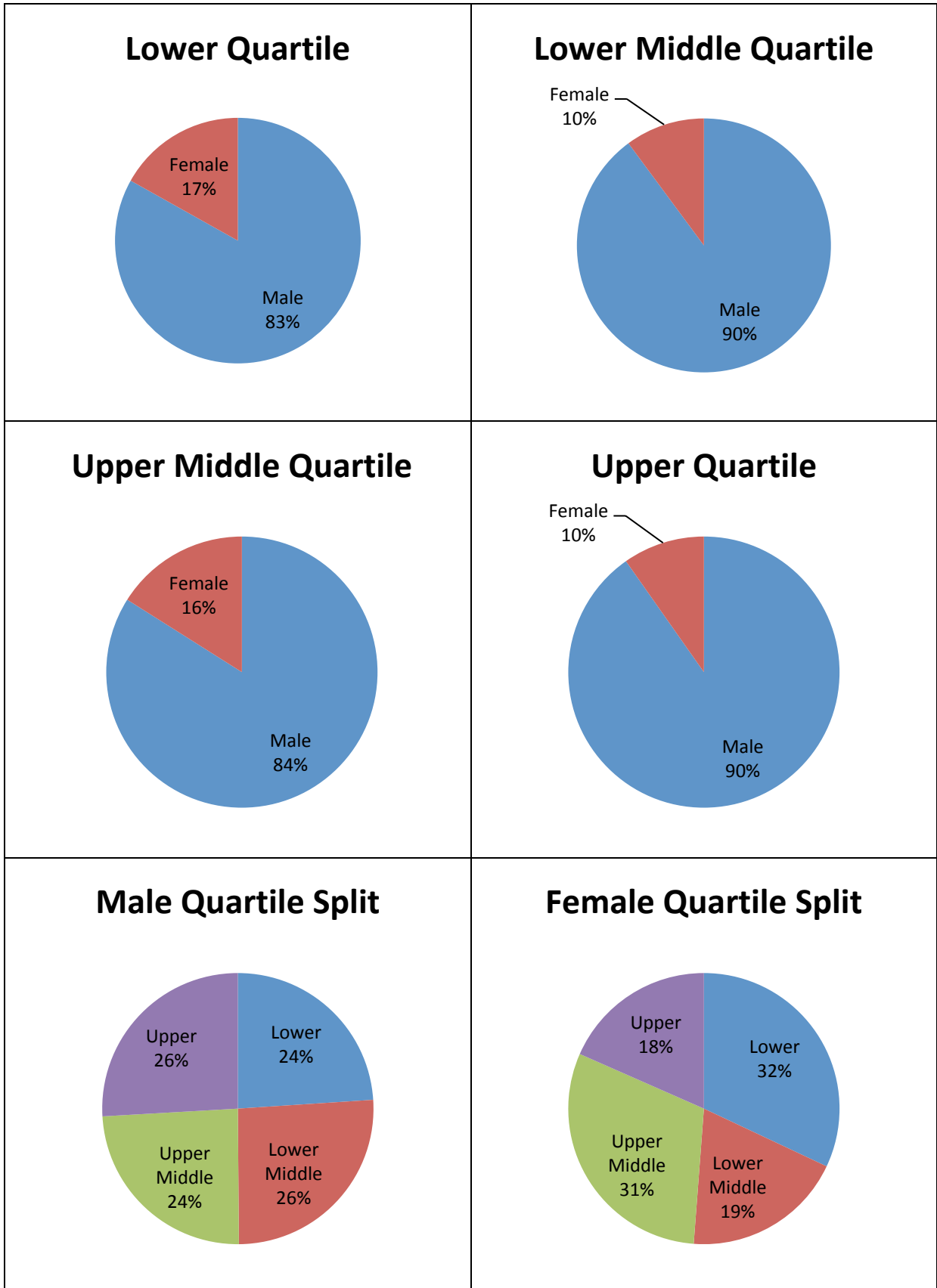
Mean Gender Pay Gap	15%
Median Gender Pay Gap	2%
Mean Gender Bonus Gap	82%
Median Gender Bonus Gap	0%
Proportion of Males Receiving a Bonus	86%
Proportion of Females Receiving a Bonus	80%

The mean gender pay gap of 15% is a result of the highest paid employees in the group being male. The median presents a lower pay gap which is less affected by the higher margins.

The mean gender bonus gap of 82% includes the sales team and director bonuses all of which are male, however overall a significant number of females, 80% do receive a bonus payment.



The proportion of males and females in each quartile band:



The quartile analysis shows the largest gaps in the Lower Middle and Upper quartiles. All quartiles show a higher percentage of males as the majority of the workforce are male.

I confirm the data reported is accurate.



Leigh Daveran

Chief Financial Officer

