

**FISHERS**

A K·BRO Company

**Fishers Services Limited  
UK Gender Pay Gap  
Report 2020**

# Gender Pay Gap in Hourly rate

As part of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Fishers are required to report on specific figures on the Gender Pay Gap as the organisation has more than 250 employees. The gender pay gap is calculated as being the difference between the average earnings of men and women, expressed relative to men's earnings. Figures are calculated using a specific reference date each year, known as the Snap-shot date. The data for calculating the hourly rate pay gap and quartile analysis in this report is taken from the pay period snap-shot date of 5 April 2020.

## Hourly Pay Rate

**21.64%** Lower

(mean)

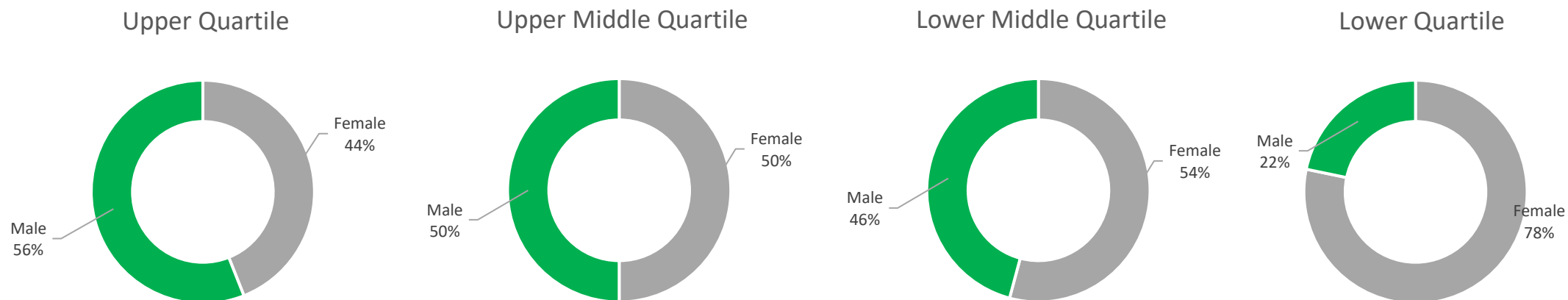
**5.88%** Lower

(median)

## Covid-19 Impact

When determining the gender pay gap, full-pay relevant employees at the snapshot date are included within the calculation. At the snapshot date of 5th April 2020, 85% of employees were furloughed under the Coronavirus Job Retention Scheme, and were subsequently only receiving 80% of normal earnings. These individuals have been excluded from the report as they did not receive their usual full basic pay and are not considered full-pay relevant employees for the purposes of the GPG Calculations; this is a decrease of 557 employees in comparison to the 2019 GPG calculation.

# Distribution of Employees Across Pay Quartiles



The charts above show the distribution of gender over the four quartiles on the company, split by pay grade.

The lower proportion of females in the upper quartile is predominantly due to a dominance of male employees in Engineering and HGV Driver roles.

# Bonus Pay

Women's bonus pay is

**52.66%** Lower  
(mean)

**52.66%** Lower  
(median)

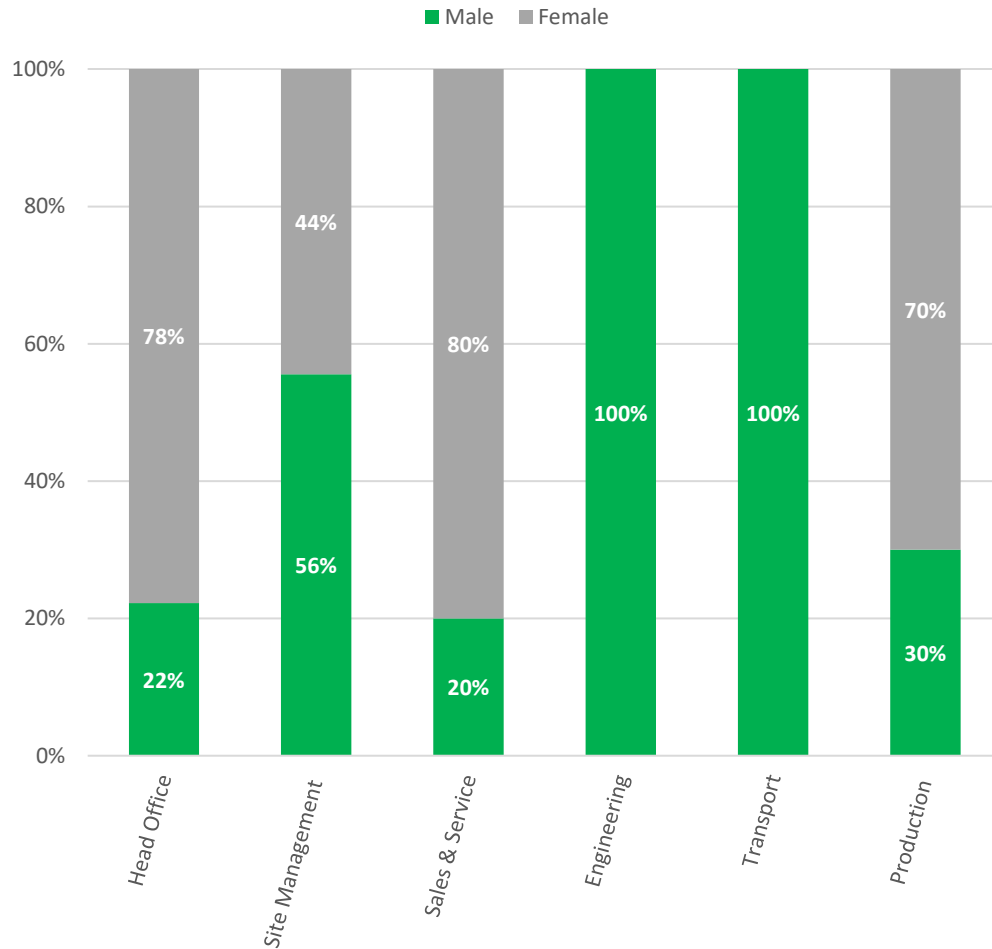
With the proportion of those receiving bonuses as followed:

**1.06%** of Women

**0.63%** of Men

This information is based on the 12 months proceeding 5 April 2020.

# Departmental Analysis



In order to show where the variations in Fishers Gender Pay gap arise we have provided a breakdown of the distribution of males and females in each department.

As shown, all of our employees in engineering and transport are male. The number of women in these professions are significantly less than the number of men therefore we are restricted when recruiting new employees.

At Fisher's we are committed to supporting and developing a diverse workforce in order to continue to grow our business.