

## John Nixon Ltd – Gender Pay Gap Report 2021

We are required under the Equality Act 2010 (Gender Pay Gap information) Regulations to submit and publish figures with regards to Gender pay gap within the business.

At Nixon Hire we are committed to ensuring that everyone working for the Company is rewarded fairly, irrespective of gender and encourage a diverse workforce.

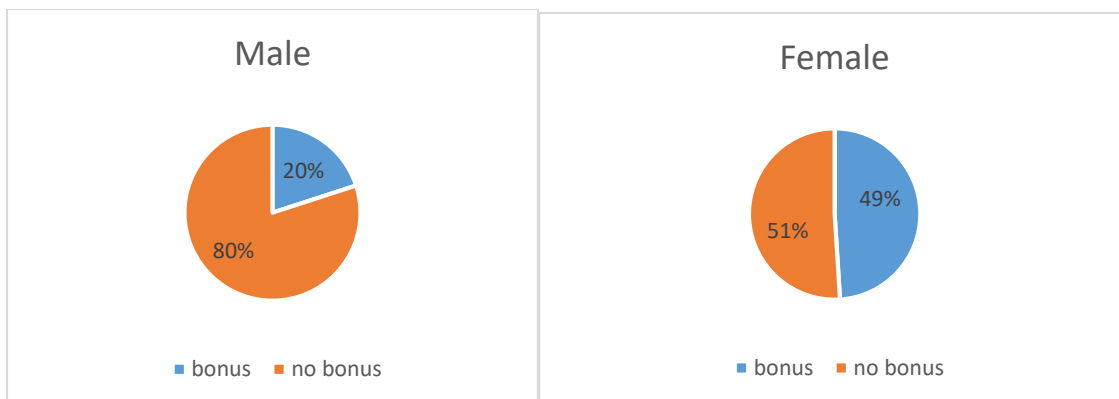
The results are based on data from the ‘snap shot date’ of 5 April 2021 and are detailed below:

### PAY GAP AND BONUS DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

	Mean	Median
Hourly rate of pay	3.2%	-12%
Bonus pay	44%	39%

The results above shows the mean and median gender pay gap based on hourly rate of pay, excluding overtime. It also shows the mean and median difference between bonuses paid to male and female employees. The results confirm that there is no significant pay difference between male and female employees at Nixon Hire.

### PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUS PAY

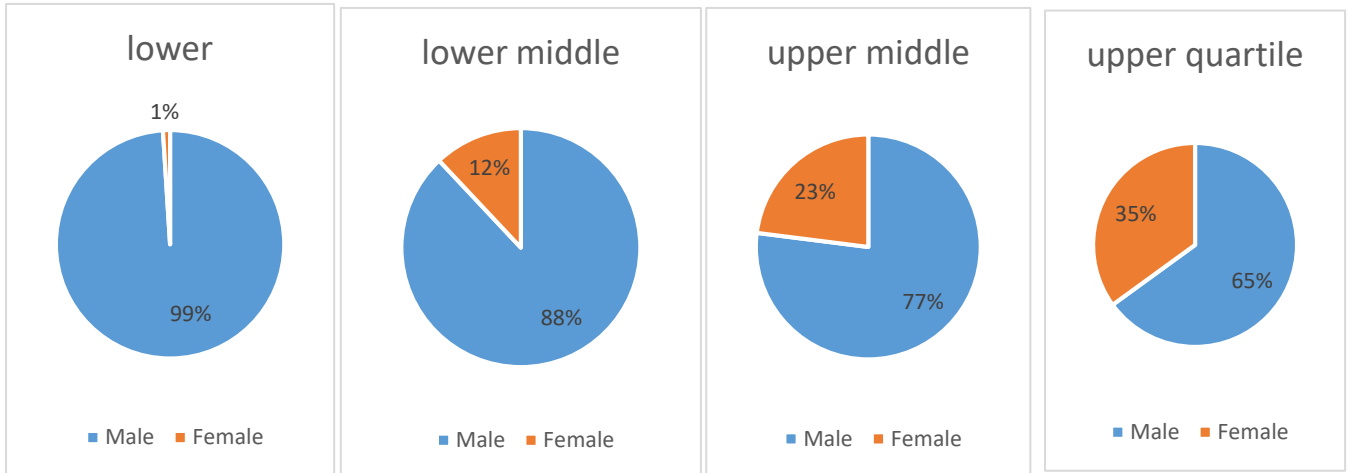


The above charts show that a similar proportion of men and women receive bonuses at Nixon Hire.

*Bonus calculations on total Company bonus made in 12 months prior to 5 April 2021.*

**PROPORTION OF MALE AND FEMALE  
EMPLOYEES ACCORDING TO QUARLTILE PAY BANDS**

	<b>Upper quartile</b>	<b>Upper middle</b>	<b>Lower middle</b>	<b>Lower</b>
<b>Male</b>	65%	77%	88%	99%
<b>Female</b>	35%	23%	12%	1%



The above charts show the split of males to females within four pay quartiles. The majority of females are employed in the upper quartile and the least employed in the two lower quartiles. This is consistent with the construction industry. The lower quartile consists of operational roles which tends to attract males.

I confirm that the data reported is accurate.

**Rachael Raven**  
**Human Resources Manager**  
 September 2021