

John Nixon Ltd – Gender Pay Report for 2019

We are required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2019 to submit and publish specific figures with regards to Gender pay gap within the business.

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

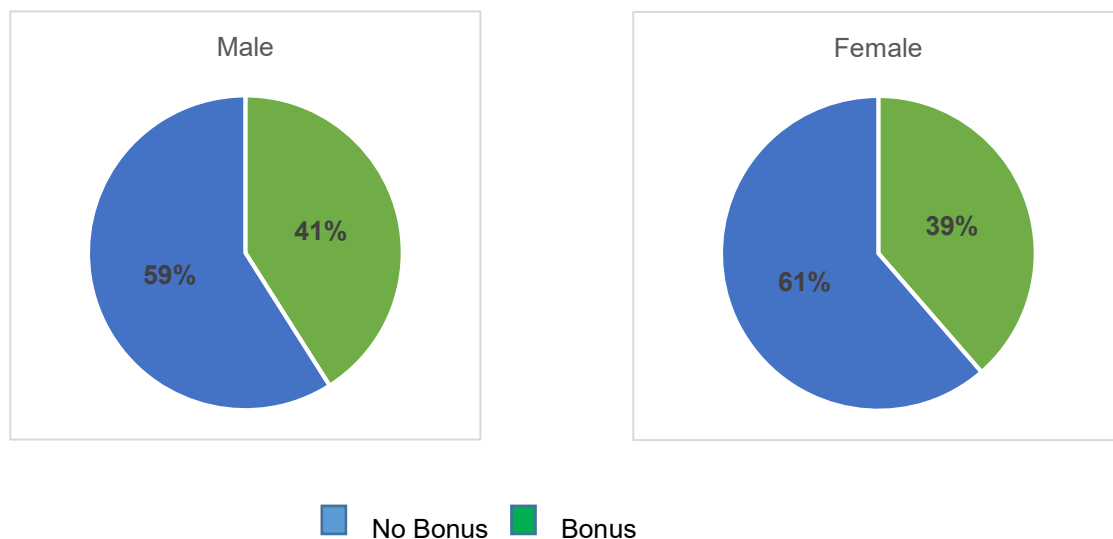
The result are based on data from the ‘snapshot date’ of 5 April 2018 and are detailed as below:

PAY GAP AND BONUS DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

	Mean	Median
Hourly rate of pay	-6.99%	-14.70%
Bonus pay	-0.03%	-37.50%

The results above show the mean and median gender pay gap based on hourly rates 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

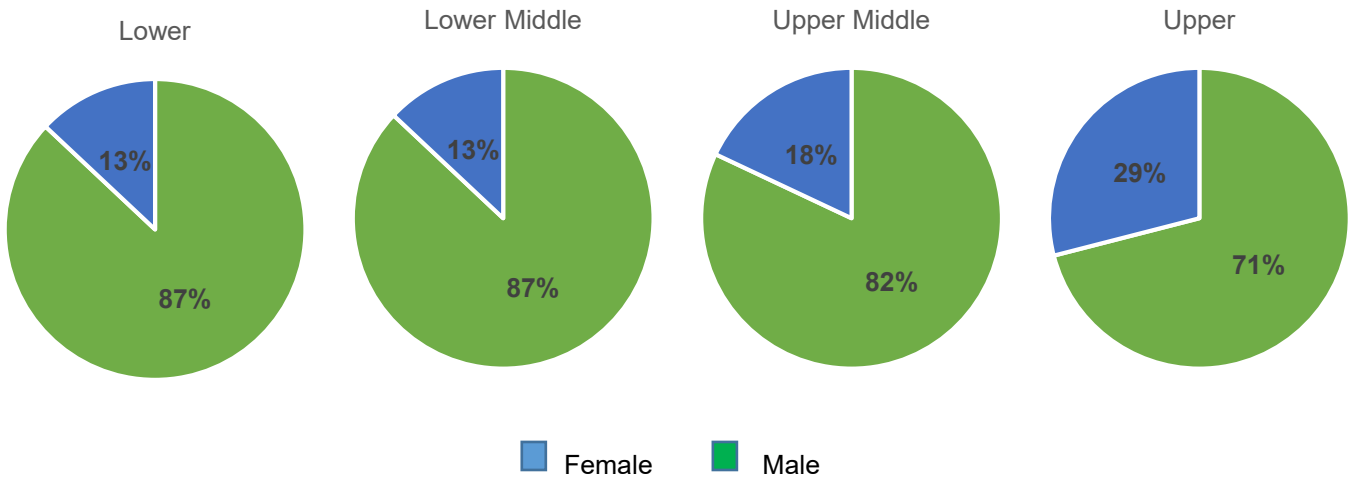


The above charts shows that a similar proportion of men and women receive bonuses at Nixon Hire.

Bonus calculations based on total Company bonus made in 12 months prior to 5 April 2018.

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

	Upper Quartile	Upper Middle	Lower Middle	Lower
Male	71%	82%	87%	87%
Female	29%	18%	13%	13%



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. The lower quartile consists mainly of operational roles which tends to attract males.

I confirm that the data reported is accurate.

Alison Blackwood
Human Resources Director
 4 April 2019