

## **GENDER PAY GAP REPORT**

This report sets out the gender pay gap statistics for Premier Forest Products Ltd in relation to the reporting year of 2022/23.

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Premier Forest Products Ltd. is legally required to publish, on an annual basis, specified information relating to their gender pay gap. This is the first year that Premier Forest Products Ltd has been required to publish these figures.

The following information has been calculated in accordance with the Regulations and is legally compliant.

### **The Gender Pay Gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors that differ from organisation to organisation, across sectors, and across geographical locations.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different from equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent, or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

### **Organisational Context**

Premier Forest Products was established in South Wales in 1993 and is engaged in the importation, sawmilling, processing, merchanting, & wholesale distribution of timber in the UK. At the dates related to this report, it had over 250 employees and 9+ sites across the nation.

The organisation aims to ensure that all employees are treated with respect and rewarded in a fair, unbiased, and consistent manner.

It is recognised that we operate within a traditionally male-dominated industry; this can impact our gender pay gap due to the ratio. The company acknowledges that we need to increase the gender makeup of the organisation, and this has become a long-term objective of ours.

## Data

### Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

For the relevant pay period, our mean gender pay gap is -26.9%

### Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

For the relevant pay period, our median gender pay gap is -10.9%

### Mean Bonus Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is -262.64%

### Median Bonus Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 0%

### Bonus Proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Proportion of men receiving a bonus: 74.6%

Proportion of women receiving a bonus: 85.7%

### Quartile Pay Bands

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartile pay bands.

The following table provides the quartile pay information.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	74	99%	73	97.3%	66	93%	66	92%
Female	1	1%	2	2.7%	5	7%	6	8%


## Action Plan to Address Gender Pay Disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

The action plan will form part of the Organisation's commitment to equality and diversity and will be implemented in line with internal policies that are relevant to this commitment.

### Declaration

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

<b>Signed:</b>	
<b>Name:</b>	VICTORIA WILLIAMS
<b>Job Title:</b>	DIRECTOR
<b>Date:</b>	2/4/2024

Please direct any queries relating to this gender pay gap report to the HR Department on 01633 233 900.