

## Tithegrove Limited Gender Pay Gap Report 2018

Tithegrove Ltd is required by law to publish an annual gender pay gap report. This report is for the snapshot date of 5<sup>th</sup> April 2018.

A gender pay gap is the difference between the gross hourly earnings for both men and women regardless of the roles that they have. It is very different to equal pay, which is about making sure that men and women are paid the same for like work.

This report shows the average pay gap at Tithegrove Ltd between men and women, expressed as both a mean and median average.

### Report Results



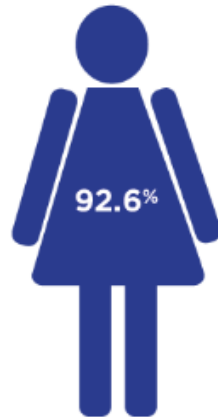
#### Hourly rate:

Mean gender pay gap 7.7%  
Median gender pay gap 18.7%

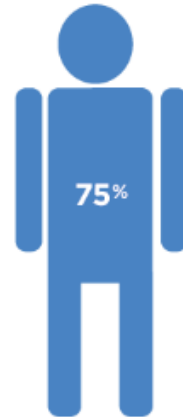


#### Bonus pay:

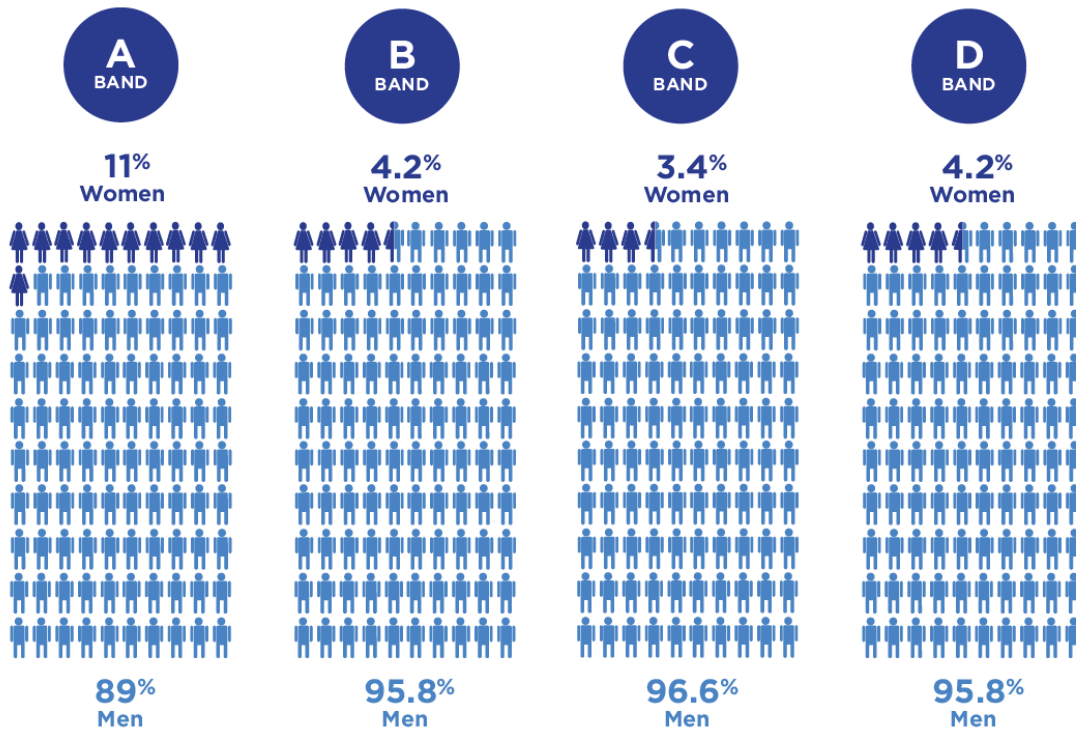
Mean gender bonus gap -158.2%  
Median gender bonus gap -600%



**Percentages of employees bonus**



**Pay Quartiles**



*The figures set out above have been calculated using Xpert HR's Gender Pay Gap Reporting service.*

### What are the underlying causes of Tithegrove Ltd's gender pay gap?

The Construction industry tends to have a higher male to female ratio. At the snapshot date of 5<sup>th</sup> April 2018, there were 479 "relevant employees" for Tithegrove Ltd, 27 of which were female (5.6%).

Tithegrove Ltd's mean gender pay gap has increased by 7.4% from -0.3% to 7.7%. The median pay gap has also seen an increase of 13.9% from 4.8% to 18.7%.

The vast majority of organisations have a gender pay gap. Our mean gap compares favourably with that of other organisations in the UK, and those within the Construction industry. However, our median gap sits above these averages.

	Mean	Median
<b>UK</b>	17.1	17.9
<b>Construction</b>	11	16.3

*Figures from Annual Survey of Hours and Earnings, 2018 provisional*

In 2018, Tithegrove Ltd was affected by the construction industry skills shortage, which saw the desired rates of pay for skilled construction workers increase as a result of the over-inflated rates of pay in the market. These roles were predominantly filled by males. As a result of this, the rates of pay increased disproportionately.

When determining pay and reward for our employees, Tithegrove Ltd balances a number of factors including the economic climate, company performance and external market forces for the roles we offer.

Tithegrove Ltd are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather that, our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

This statement confirms that the published information is accurate at the time of publishing and is signed off by Nick Reilly, Chairman.



**Nick Reilly**  
Chairman of Tithegrove Ltd