

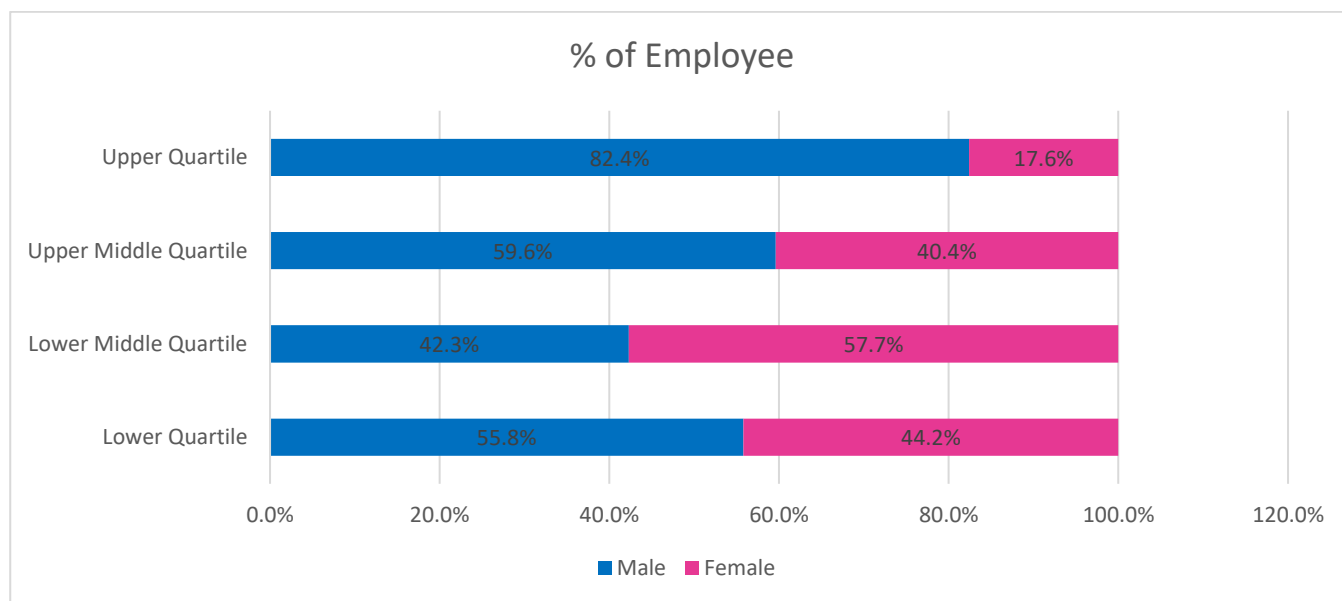


A.H. WORTH (FOSDYKE) LIMITED

A.H. WORTH

2022 Gender Pay Gap Report

Although the company had less than 250 employees on 5th April 2022, A.H. Worth (Fosdyke) Limited has elected to comply with the statutory provisions regarding Gender Pay Gap Reporting under the Equality Act. At this date A.H. Worth (Fosdyke) Limited employed 207 staff with 124 (59.90%) being male and 83 (40.10%) being female.



Our Pay and Bonus Gender Gap is as follows:-

	Mean	Median
Pay	5.6%	3.6%
Bonus	0%	0%

Commentary

- There is no difference in pay rates for different genders carrying out equivalent roles.
- We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability and we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).
- As an employer we want to employ the best person for the job.
- We have an all-employee profit share scheme. The same rules apply regardless of gender.

Gill Bartlett
People Manager
January 2023