



Goonvean Holdings Ltd

Gender Pay Gap Reporting - 2017 to 2018 data

Women's Hourly Rate is

12.8 %	6.1 %
Lower (mean)	Lower (median)

Pay Quartiles

How many men and women are in each quarter of the employer's payroll.

Top Quartile

80.5 %	19.5 %
Men	Women

Upper Middle Quartile

87.4 %	12.6 %
Men	Women

Lower Middle Quartile

81.6 %	18.4 %
Men	Women

Lower Quartile

65.9 %	34.1 %
Men	Women

Women's bonus pay is

37.7 %	14.3 %
Lower (mean)	Lower (median)

Who received bonus pay

60.4%	70.3%
Of men	Of women

The Board is committed to robust and non-discriminatory pay processes and is confident that men and women are paid equally for work of equal value. Whilst equal pay exists across the Group there is a gender pay gap principally from fewer women working in technical and operational roles particularly aggregates, minerals, metals, manufacture and processing activities which is not untypical of the areas in which we operate and fewer women in senior leadership positions. I confirm the accuracy of the data and that the Board's full commitment to open processes and improving gender balance where appropriate.

J.N Angilley
Managing Director
Goonvean Holdings Ltd