

**2020 GENDER PAY GAP STATEMENT**

The gap in pay between men and women at Samworth Brothers Manton Wood Ltd was as follows:

Hourly Pay:

Median 0% (2019: 3%)

Mean -1% (2019: 3%)

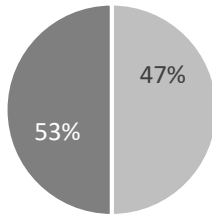
(The UK aggregate median gender pay gap is 15.5%. Source: Office of National Statistics – 2020)

Bonus paid

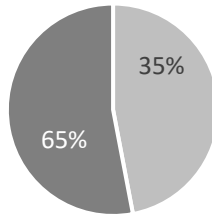
No bonuses were paid

Gender Distribution by Pay Quartile

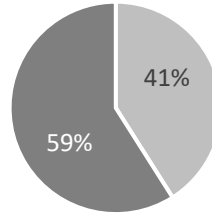
Quartile 1



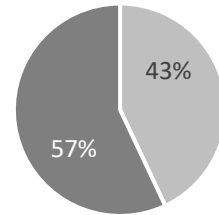
Quartile 2



Quartile 3



Highest quartile



■ Men  
■ Women

The data illustrates the median and the mean hourly gender pay gap, at the snapshot date of 5th April 2020. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.



Paul Davey  
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Samworth Brothers Manton Wood