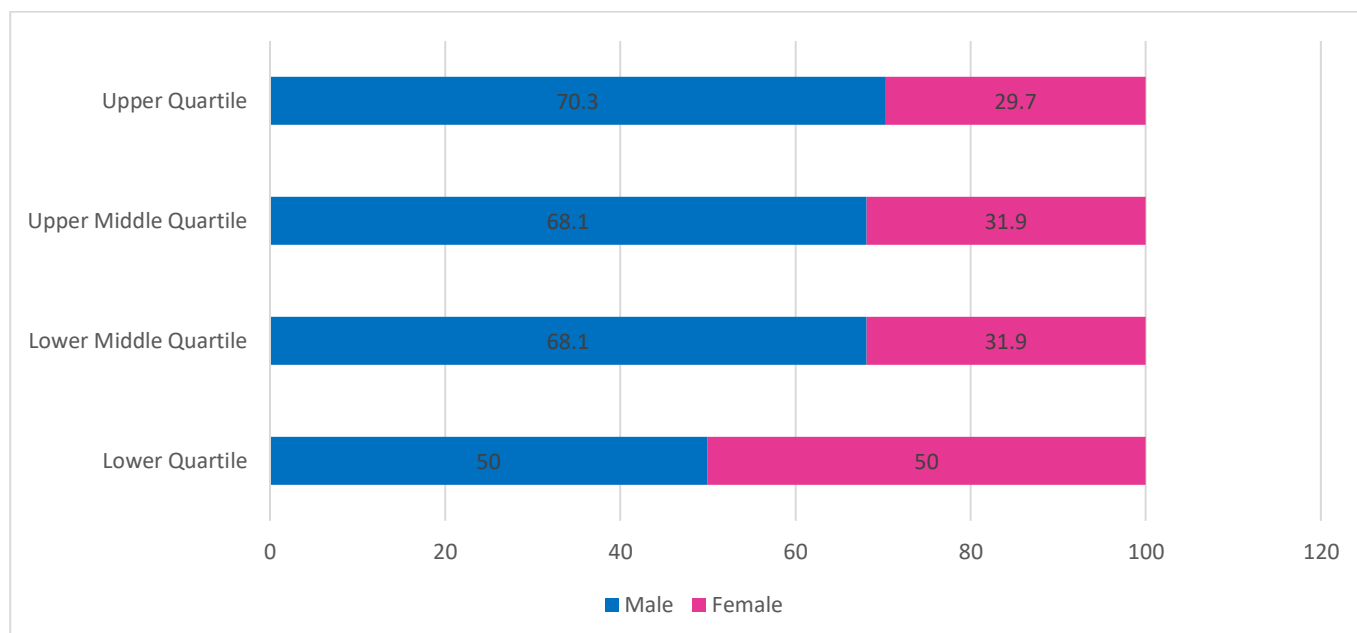




A.H. WORTH LIMITED

2019 Gender Pay Gap Report

As an employer with a workforce of 250 employees or more on 5th April 2019, A.H. Worth Limited must comply with new statutory provisions regarding Gender Pay Gap Reporting under the Equality Act. At this date A.H. Worth Limited employed 384 staff with 244 (63.54%) being male and 140 (36.46%) being female.



Our Pay and Bonus Gender Gap is as follows:-

| | Mean | Median |
|-------|------|--------|
| Pay | 12.3 | 10.2 |
| 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 introduced an all employee profit share scheme.

Gill Bartlett
HR Manager
26th March 2020