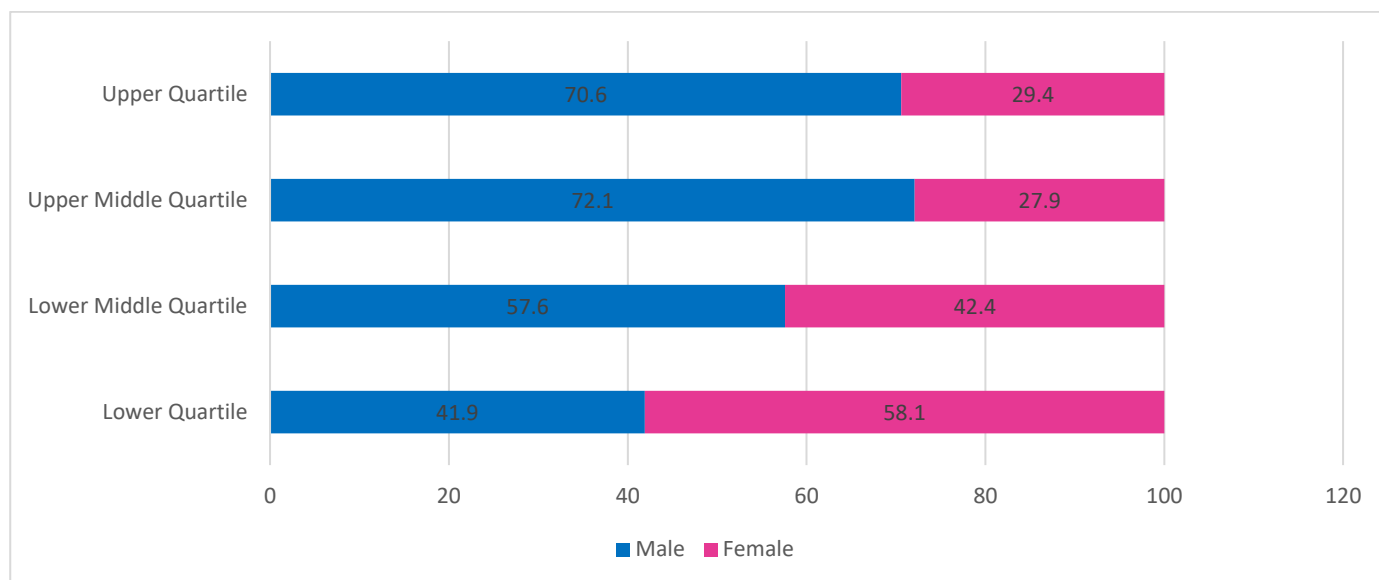




# A.H. WORTH LIMITED

## 2020 Gender Pay Gap Report

As an employer with a workforce of 250 employees or more on 5th April 2020, A.H. Worth Limited must comply with the statutory provisions regarding Gender Pay Gap Reporting under the Equality Act. At this date A.H. Worth Limited employed 369 staff with 231 (62.6%) being male and 138 (37.4%) being female.



### Our Pay and Bonus Gender Gap is as follows:-

	Mean	Median
Pay	16.3%	15.2%
Bonus	87.1%	87.1%

### 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  
HR Manager  
9<sup>th</sup> April 2021