

Gender Pay Gap

	GENER PAY GAP (%)		GENDER BONUS GAP (%)		POPULATION RECEIVING A BONUS (%)		PERCENTAGE OF MALE AND FEMALE EMPLOYEES IN PAY QUARTILES (%)							
	MEAN	MEDIAN	MEAN	MEDIAN	MALE	FEMALE	LOWER QUARTILE		LOWER MIDDLE QUARTILE		UPPER MIDDLE QUARTILE		UPPER QUARTILE	
							MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Thurston Group Limited 2023	6.9%	6.9%	(100.8)%	9.4%	8.6%	76.5%	92.9%	7.1%	95.8%	4.2%	98.6%	1.4%	88.7%	11.3%

Gender Pay Gap

A median and mean gender pay gap of 6.9% translates as for every £1 earned by male employees, female employees earn c.£0.93. The female employee earnings are reduced on the back of the proportion of females in lower paid administrative roles together with a lower representation at board level.

Gender Bonus Gap

The negative (100.8%) mean average gender bonus gap reflects more female employees in office-based roles with bonus potential. The bulk of the male workforce (86%) work within hourly paid factory roles which didn't attract bonus in the year of review. This is reflected in the % of male employees earning a bonus at 8.6% vs 76.5% for female employees.

Distribution of Employees across Pay Quartiles

As reflected in the table opposite and in the pie charts there is a significantly greater proportion of males in each pay quartile. This is typical of the industry; however, women are better represented in the upper quartile which highlights the positive steps the business is taking in addressing the imbalance.

