

MINORFERN LTD

GENDER PAY GAP SUMMARY

[1. Our organisation's 2017 to 2018 gender pay gap data](#)

1. Difference in mean hourly rate of pay – mean	-8.50%	
2. Difference in median hourly rate of pay – median	-29.40%	
3. Difference in mean bonus pay – mean	52.60%	
4. Difference in median bonus pay – median	47.90%	
5. Percentage of employees who received bonus pay	Male 26.70%	Female 25.00%
6. Employees by pay quartile	Male	Female
Upper quartile	87.30%	12.70%
Upper middle quartile	88.90%	11.10%
Lower middle quartile	95.20%	4.80%
Lower quartile	96.80%	3.20%

[2. Person responsible in Our organisation](#)

John Taylor
Financial Controller

[3. Size of Our organisation](#)

Number of employees within Our organisation 250 to 499

Comment on the figures: The data reflects our structure of having more female employees in the higher-paid sales and administrative areas of the business whilst few are in the direct area of van driving or warehousing.



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