

Epson Telford Limited Gender Pay Report 2017

Gender Pay Reporting is a mandatory report for all employers with over 250 employees, this came into effect 6th April 2017.

The reporting requirements are imposed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The information is based on data as at 5th April 2017.

Epson Telford Limited	Mean	Median
Gender Pay	8%	4.1%
Gender Bonus Pay	17.9%	0.02%

The national average pay gap, according to the Office for National Statistics is 18.1% and in the manufacturing/engineering sector this rises to 22%.

Epson Telford Limited's pay gap is 8% which is well below the national average. 68% of our workforce are male and the majority of our male employees are employed in Engineering, Technical & Manufacturing roles. 64% of our female workforce are operating in our manufacturing plant.

Also reflected in our gender pay results male and female employees are equally likely to receive a bonus payment.

Pay Quartiles	Male	Female
Upper Quartile	80.9%	19.1%
Upper Middle Quartile	62.9%	37.1%
Lower Middle Quartile	66.3%	33.7%
Lower Quartile	64%	36%

I confirm that Epson Telford Limited's gender pay calculations are accurate and meet the requirements of the Equality Act (Gender Pay Gap Information) Regulations 2017.

Kevin Browne
Managing Director