

# » GENDER PAY GAP REPORT

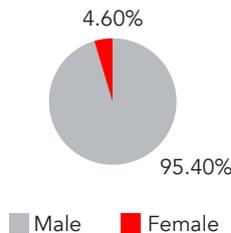
Brian James Trailers Limited have prepared this report in line with the legal requirements concerning the publication of this data. The date used is from a snapshot date of 5th April 2022 for 261 full-pay relevant employees represented by 250 male and 11 female employees.

Due to the nature of the business, manufacture of trailers, the staff are heavily male weighted, and although gender pay gaps are shown this does not mean that equal pay issues are present. Production staff are paid at an hourly rate, with a night shift premium, and these rates are paid to all factory staff according to their experience and irrelevant of their gender.

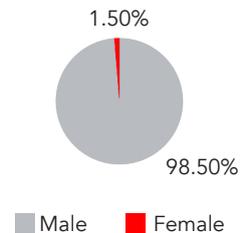
Office staff are paid commensurate to their roles and experience, and whilst this is harder to equalise pay as no two roles are the same, we believe that the pay structure is fair with no gender bias.

## PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

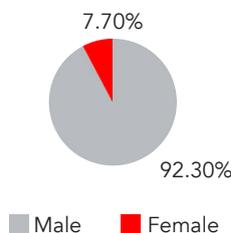
UPPER HOURLY PAY QUARTILE



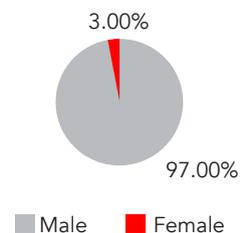
UPPER MIDDLE HOURLY PAY QUARTILE



LOWER MIDDLE HOURLY PAY QUARTILE



LOWER HOURLY PAY QUARTILE



## DIFFERENCE BETWEEN MEN AND WOMEN

Mean gender pay gap	<b>3.50%</b>
Median gender pay gap	<b>7.89%</b>

As a company we believe that the gender pay gap is due to the roles in which men and women work as opposed to paying men and women differently. Also the low percentage of female staff causes a significant impact on the pay gaps shown.

## **BONUSES**

Brian James Trailers Limited did not pay any reportable bonuses during this period.

## **STEPS TO MINIMISE GAPS ACROSS THE BUSINESS**

Brian James Trailers Limited is committed to providing gender diversity across its business. However we have no direct control over the number of female candidates applying for roles within the company. We are committed to ensuring that opportunities within the company to progress are given irrespective of gender, and that any recruitment processes are free of discrimination.

The current bonus system is only available for the key management staff and presently these are all male. There is no bias within the scheme and if any female was appointed to one of these roles, then the bonus provision would apply equally to them. It is not currently possible to change the gender split of management positions as no new roles are anticipated, and the opportunity to replace a key management employee with a female would only occur if someone in one of these positions left the company.

I, Lewis James, Managing Director, confirm that the information reported in this statement is accurate as at the snapshot date of 5th April 2022.

A handwritten signature in black ink that reads "L James". The signature is written in a cursive style with a horizontal line underneath the name.