

Mervyn Lambert Plant Ltd is a family owned business operating in the plant hire and traffic management sectors.

In 2019 the owner, Mervyn Lambert, celebrates being in business for 50 years.

The company prides itself in being able to offer opportunities to all employees irrespective of their background, race, or gender and encourages career progression and development throughout the workforce.

The total number of employees has grown by 10% since Gender Pay reporting commenced.

Being in the construction sector, the company has a predominance of male employees throughout the organisation; at both management and direct worker level. Female employees account for just over 10% of the workforce.

### **Gender Pay Gap**

|                       | Mean         | Median       |
|-----------------------|--------------|--------------|
| Women's hourly pay is | 14.82% lower | 20.89% lower |

### **Bonus Gender Pay Gap**

|                      | Mean         | Median        |
|----------------------|--------------|---------------|
| Women's bonus pay is | 12.90% lower | 100.0% higher |

### **Proportion of Employees receiving a bonus**

| Men    | Women  |
|--------|--------|
| 85.88% | 83.87% |

### **Pay quartiles**

|                       | Men    | Women  |
|-----------------------|--------|--------|
| Upper quartile        | 95.83% | 4.17%  |
| Upper middle quartile | 93.06% | 6.94%  |
| Lower middle quartile | 93.06% | 6.94%  |
| Lower quartile        | 75.00% | 25.00% |

I confirm that the information reported in this statement is accurate.

Kevin Shepherd  
Director

22<sup>nd</sup> March 2019