



BARKER AND STONEHOUSE GENDER PAY GAP 2021

At Barker and Stonehouse we are proud to foster a progressive company culture with many long serving members of staff who help us to create a positive working environment.

Over recent years we have endeavored to reduce the Gender Pay Gap, however, we acknowledge there is more work to do.

Our Gender Pay Gap figures are based on our data capture carried out in April, 2021, based on 420 employees across Barker and Stonehouse which we believe to be accurate at that time.

THE MEDIAN AND MEAN PAY GAP

MEDIAN GENDER PAY GAP

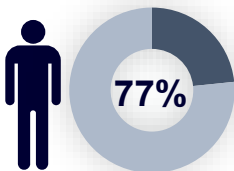
17%

our median gender pay gap

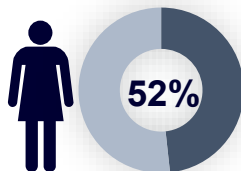
MEAN GENDER PAY GAP

19%

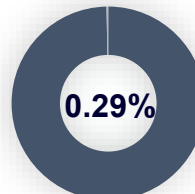
our mean gender pay gap



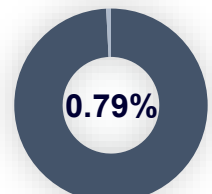
percentage of our male employees who received a bonus



percentage of our female employees who received a bonus

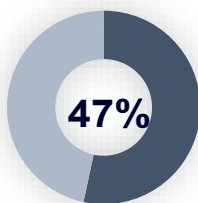


our mean gender pay gap for bonuses

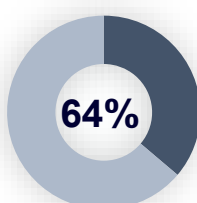


our median gender pay gap for bonuses

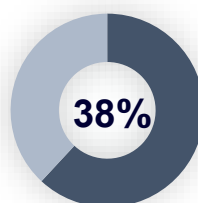
PERCENTAGE OF FEMALES IN EACH QUARTILE



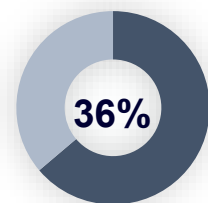
Lower pay quartile



Lower middle quartile



Upper middle quartile



Upper quartile

CLOSING THE GAP

The pandemic has had a significant impact on 2021 figures and we expect this will continue into next year's figure. We will continue to strive to close the gap and ensure our Managers continue to have training in order to take action which will help continue to close the gap.