

## Finning UK Gender Pay Gap Report 2022/23

### **FINNING (UK) LTD.**

#### **Registered address:**

Watling Street, Bridgtown, Cannock, Staffordshire, WS11 8LL

#### **Nature of business (SIC):**

Administrative and support service activities, wholesale and retail trade; repair of motor vehicles and motorcycles

#### **Snapshot date:**

5<sup>th</sup> April 2022

#### **Employee headcount:**

1000 to 4999 employees

#### **Person responsible:**

Lynne Smith (General Manager - Human Resources)

#### **Hourly pay gap**

In this organisation, women earn 95p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.4% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 5.6% lower than men's.

#### **The percentage of women in each pay quarter**

In this organisation, women occupy 20.9% of the highest paid jobs and 35.5% of the lowest paid jobs.

#### **Upper hourly pay quarter (highest paid)**

20.9% of the upper hourly pay quarter (highest paid) are women.

79.1% of the upper hourly pay quarter (highest paid) are men.

#### **Upper middle hourly pay quarter**

17.3% of the upper middle hourly pay quarter are women.

82.7% of the upper middle hourly pay quarter are men.

#### **Lower middle hourly pay quarter**

9.6% of the lower middle hourly pay quarter are women.

90.4% of the lower middle hourly pay quarter are men.

#### **Lower hourly pay quarter (lowest paid)**

35.5% of the lower hourly pay quarter (lowest paid) are women.

64.5% of the lower hourly pay quarter (lowest paid) are men.

#### **Bonus pay gap**

In this organisation, women earn 93p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 7.2% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 39.9% lower than men's.

#### **Who received bonus pay**

91.5% of women

91.4% of men