

Finning UK Gender Pay Gap Report 2023/2024

FINNING (UK) LTD

Registered address:

Watling Street, Bridgtown, Cannock, Staffordshire, ES11 8LL

Nature of business (SIC):

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

Snapshot date:

5th April 2023

Employee headcount:

1000 – 4999 employees

Person responsible:

Lynne Smith (General Manager – Human Resources)

Hourly pay gap

In this organisation, women earn 97p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3.4% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 5.4% lower than men's.

The percentage of women in each pay quarter

In this organisation, women occupy 21.1% of the highest paid jobs and 33.8% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

20.1% of the upper hourly pay quarter (highest paid) are women.

78.9% of the upper hourly pay quarter (highest paid) are men.

Upper middle hourly pay quarter

19.7% of the upper middle hourly pay quarter are women.

80.3% of the upper middle hourly pay quarter are men.

Lower middle hourly pay quarter

10.4% of the lower middle hourly pay quarter are women.

89.6% of the lower middle hourly pay quarter are men.

Lower hourly pay quarter (lowest paid)

33.8% of the lower hourly pay quarter (lowest paid) are women.

66.2% of the lower hourly pay quarter (lowest paid) are men.

Bonus pay gap

In this organisation, women earn £1.19 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 19.3% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 26.4% lower than men's.

Who received bonus pay

94.3% of women

95.2% of men