

## Coalo Limited - Gender Pay Gap Report

This document sets out Coalo Limited's Gender Pay Gap Report for the snapshot year 31<sup>st</sup> March 2020. It also provides an update on the organisations gender action plan to address gender parity.

### Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	34
Male	259
<b>Total</b>	<b>293</b>

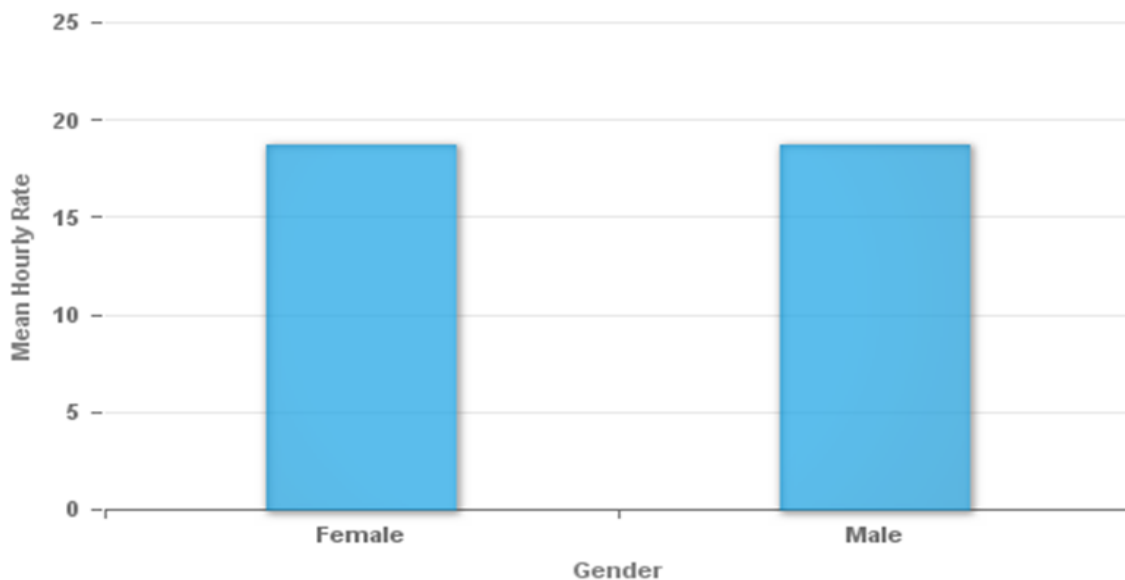
Gender	Mean Hourly Rate
Female	18.73058824
Male	18.70760618
<b>Mean Average</b>	<b>18.71027304</b>

Female MHR: 18.73

Male MHR: 18.71

Female MHR Difference: -0.02

Mean GPG Hourly Rate %: -0.12%



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### Metric 2: Median Gender Pay Gap in Hourly Pay

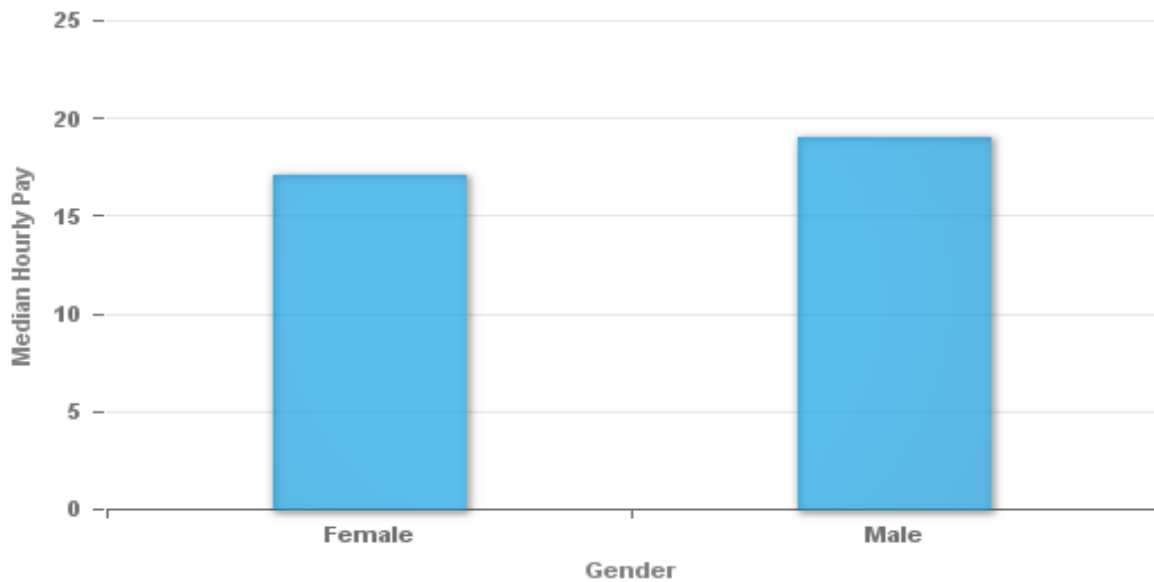
Gender	Median Hourly Pay
Female	17.035
Male	19.02
<b>Average</b>	<b>18.59</b>

Female MedianHR: 17.04

Male MedianHR: 19.02

Female MedianHR Difference: 1.99

Median GPG Hourly Rate %: 10.44%



### Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	0	35	0.00%
Male	0	262	0.00%
<b>Total</b>	<b>0</b>	<b>297</b>	<b>0.00%</b>

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Proportion Females Receiving Bonus: 0%



Proportion Males Receiving Bonus: 0%

#### Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	0
Male	0
<b>Mean Average</b>	<b>0</b>

#### Metric 5: Median Bonus Gender Pay Gap

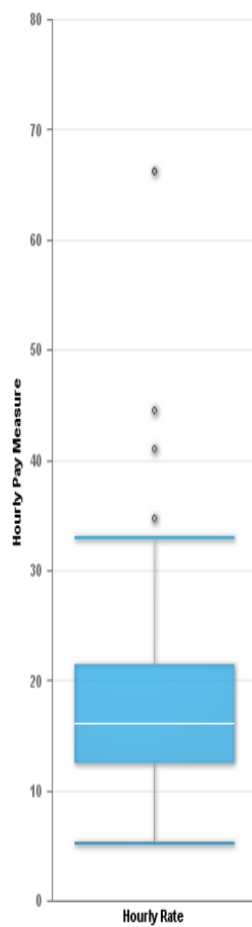
Gender	Median Bonus Payment
Female	0
Male	0
<b>Average</b>	<b>0</b>

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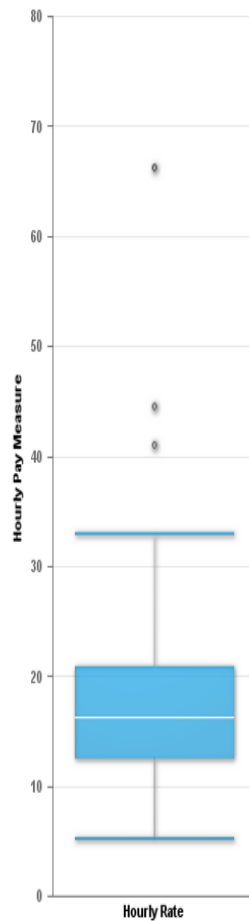
### Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	73	7	66	9.59%	90.41%
Lower Middle Quartile	82	18	64	21.95%	78.05%
Upper Middle Quartile	111	3	108	2.7%	97.3%
Upper Quartile	81	6	75	7.41%	92.59%

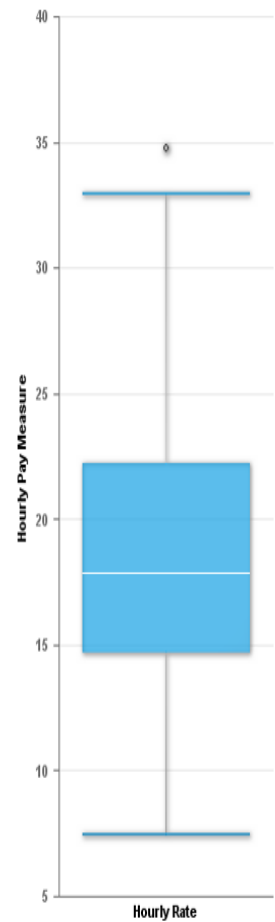
All Employees



Males



Females



## Coalo Limited - Gender Pay Gap Report

### Written Statement

#### ***Key influencers on our gender pay gap***

- More men than women work at Coalo Limited

#### ***Key actions***

There is generally Low female representation within the construction industry due to the duties of job roles (mostly manual work) and how this is perceived. The above metrics shows that there is a gender pay disparity in the organisation, in line with the industry within which it operates.

We are taking actions, to increase our female workforce by collaborating with local job centres and other agencies who specialise in recruiting females into trade roles. We know skilled women are highly sought after in the marketplace as such we have a dedicated programme “Women into Trade Pathway” the aim of which is to support more women into trade roles by providing learn and earn opportunities.

This statement confirms that the published information is accurate as at the time of publishing.



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Colin Gallagher  
**Managing Director**

For and on behalf of Coalo Ltd