

# GROVE T5 LIMITED

World Business Centre 2, Newall Road, Hounslow TW6 2SF

## Ref: Gender Pay Gap Reporting – 2017

<u>Hourly Pay gap</u>			
Mean Hourly Rates Men	£11.80		
Mean Hourly women	£10.24		
Mean Gender Pay Gap Hourly	£1.56		
Mean Gender Pay Gap Hourly	13.2%	Result	
Median Hourly Rates Men	£24.28		
Median Hourly Rates women	£18.50		
Median Gender Pay bonus	£5.78		
Median Gender Pay bonus	23.8%	Result	

<u>Bonus Pay figures</u>			
Mean bonus Men	£38.00		
Mean bonus women	£15.43		
Mean Gender Pay Gap bonus	£22.57		
Mean Gender Pay Gap bonus	59.4%	Result	
Median Bonus Men	£38.00		
Median bonus women	£53.25		
Median Gender Pay bonus	-£15.25		
Median Gender Pay bonus	-40.1%	Result	

<u>Quartiles</u>				
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male Quartiles Figures	65.9%	50.0%	46.3%	41.5%
Female Quartile figures	34.1%	50.0%	53.7%	58.5%

I the under-signed declare that the above figures are a true reflection of Grove T5 Limited.



Alan Smith

Director

26/3/18