

# Our 2019 Gender Pay Gap Report

Established in the South of England for over 170 years, Covers is a family owned Timber and Builders Merchants, operating from fourteen sites. We are passionate about fairness, equality and inclusion.

This Gender Pay Report is based on a “snapshot” of the pay of all of our employees as at 5 April 2019, as well as annual payments and bonuses which were paid between 6 April 2018 and 5 April 2019. The report has been produced in line with the guidance in the Equalities Act 2010 and associated ACAS guidance “Managing gender pay reporting”, 2017

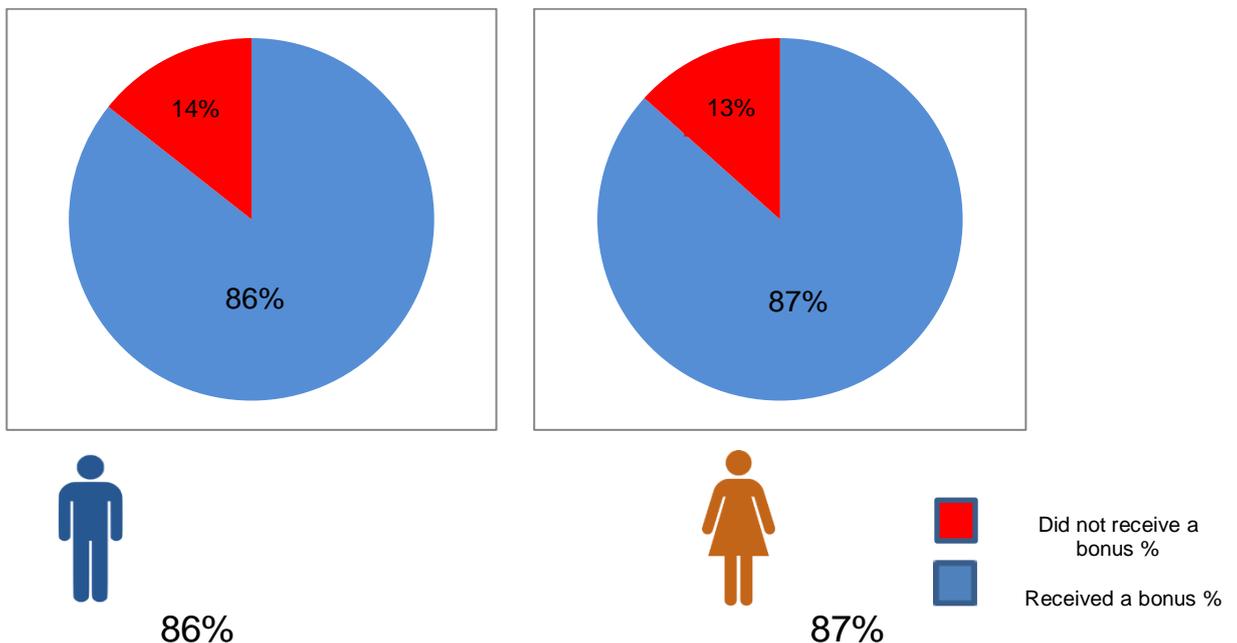
## Pay & Bonus Gap

### Difference between men and women

	Mean	Median
Hourly fixed pay	3.30%	0.50%
Bonus paid	15.63%	-8.05%

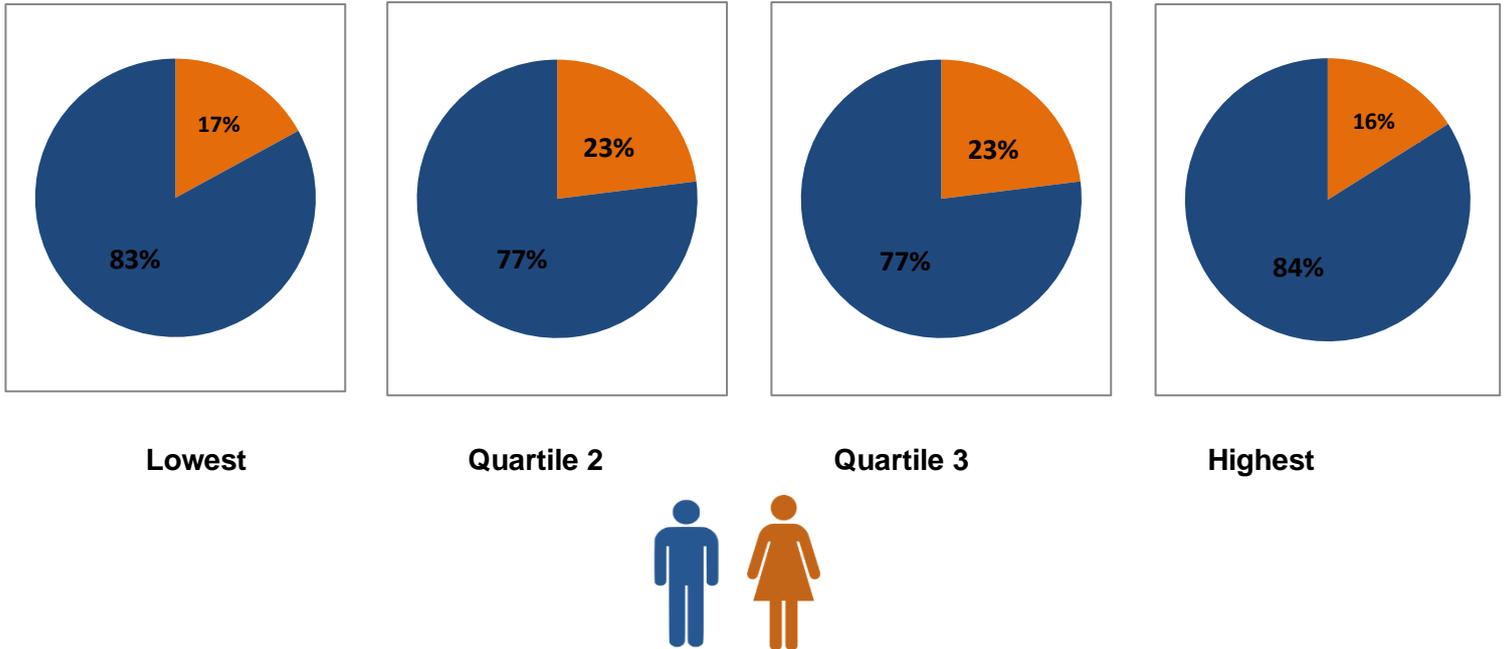
The table above shows our overall mean and median gender pay gap based on hourly rates pay at the snapshot dates (i.e. 5<sup>th</sup> April 2019). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2019, i.e. for the 2018 performance year.

## Proportion of Colleagues awarded a bonus for the 2018 performance year



This shows a 1% difference between the number of women and men being paid a bonus for their performance in 2018.

## Pay Quartiles



The above image illustrates the gender distribution across four equally sized quartiles, each containing 110 colleagues.

## Supporting Statement

Our report concludes that there was a minimal Gender pay gap on mean and median salaries between male and female employees. We are therefore confident that men and women are paid equally for doing equivalent jobs across our business.

Our bonus payments are for the large part linked to overall individual branch performance and in some cases linked to specific job roles.

Covers operates within the Builders Merchants industry; a traditionally male-dominated sector. Whilst Covers proportion of female employees remains low at 20% we remain committed to finding ways to attract more females into our business.

We confirm the information and data reported is accurate as of the snapshot date 5 April 2019.

**RUPERT GREEN**  
**CHAIRMAN**