

# Our 2022 Gender Pay Gap Report

Established in the South of England for 175 years, Covers is a family owned Timber and Builders Merchants, operating from fifteen 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 2022, as well as annual payments and bonuses which were paid between 6 April 2021 and 5 April 2022. The report has been produced in line with the guidance in the Equalities Act 2010 and associated Government guidance ‘Gender pay gap reporting: guidance for Employers’

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	5.8%	0.41%
Bonus paid	21.68%	1.24%

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 2022). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2022.

A positive percentage figure reveals that overall, our employees who are women have lower pay or bonuses than employees who are men

A negative percentage figure reveals that overall, our employees who are men have lower pay or bonuses than employees who are women

## Proportion of Colleagues awarded a bonus



This shows the difference between the number of women and men being paid a bonus in the year up to 5 April 2022.

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

## Pay Quartiles

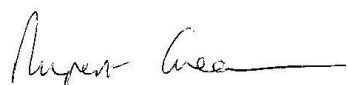
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	80%	79%	77%	83%
Female	20%	21%	23%	17%

The table illustrates the gender distribution across four equally sized quartiles, each containing 102/103 colleagues.

## Supporting Statement

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 at all levels. This is a key focus of our business moving forward. For example, in the past 6 months we have introduced new family leave policies to improve parental leave and pay with the aim of supporting retention of our existing employees but to also attract more females to our business.

We confirm the information and data reported is accurate as of the snapshot date 5 April 2022.



**RUPERT GREEN**  
**CHAIRMAN**