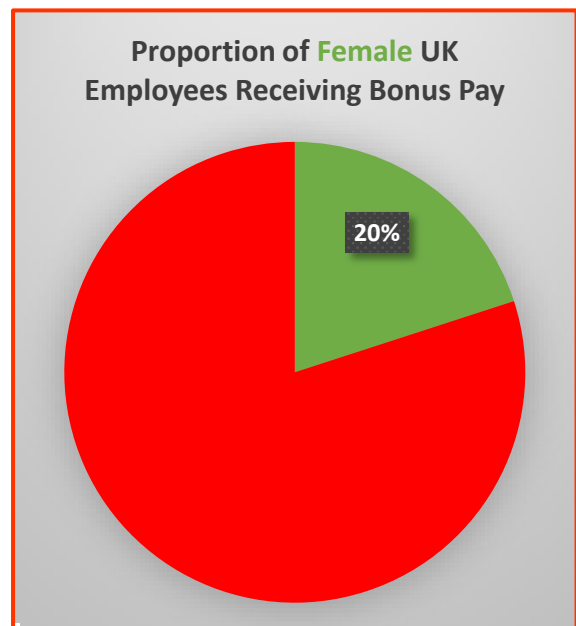
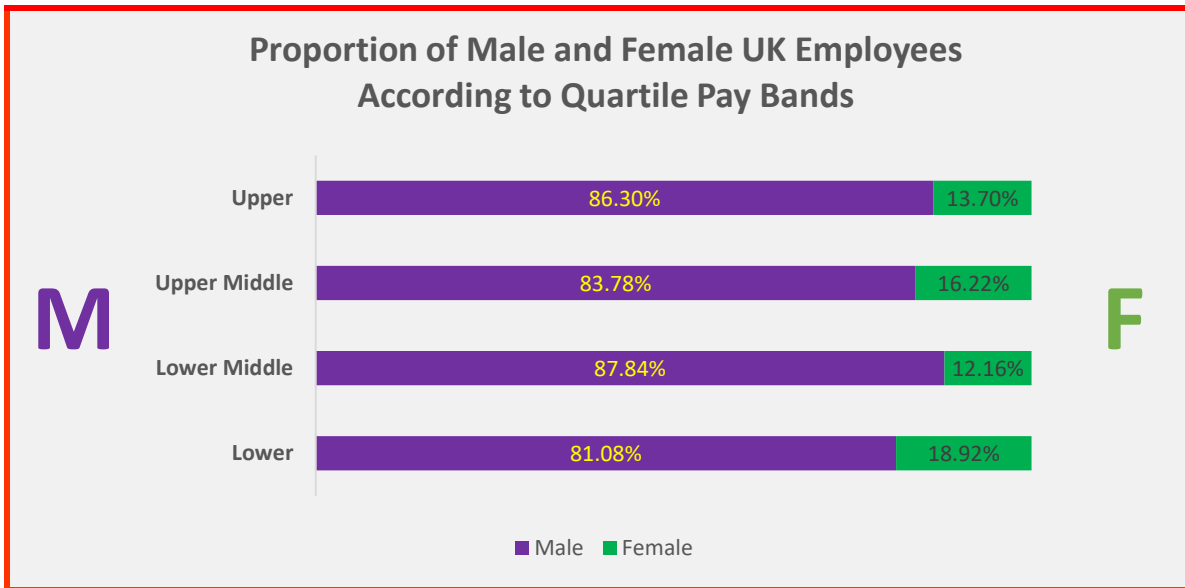




Charles Wilson Engineers Ltd Gender Pay Gap Report April 2017



Pay Gap and Bonus Difference Between Male and Female UK Employees		
	Mean	Median
Hourly rate of pay	16.15%	1.09%
Bonus pay	55.52%	50.00%



Pay data for UK employees from the 'pay period' including 5th April 2017 (i.e. payments made in the month of April 2017), as specified by the UK regulations.
The pay calculations are based on total pay received in the month of April 2017 and includes basic salary and bonus payments paid. The calculations exclude any overtime payments.
Actual bonus payments for UK employees made in the 12 months prior to the 5th April 2017, as specified by the UK regulations