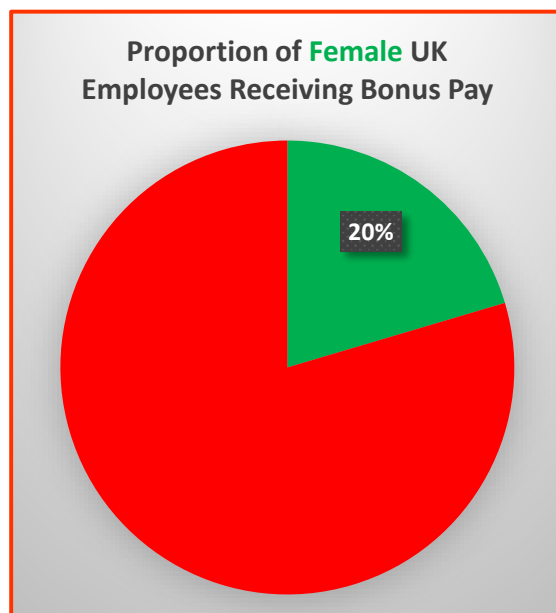
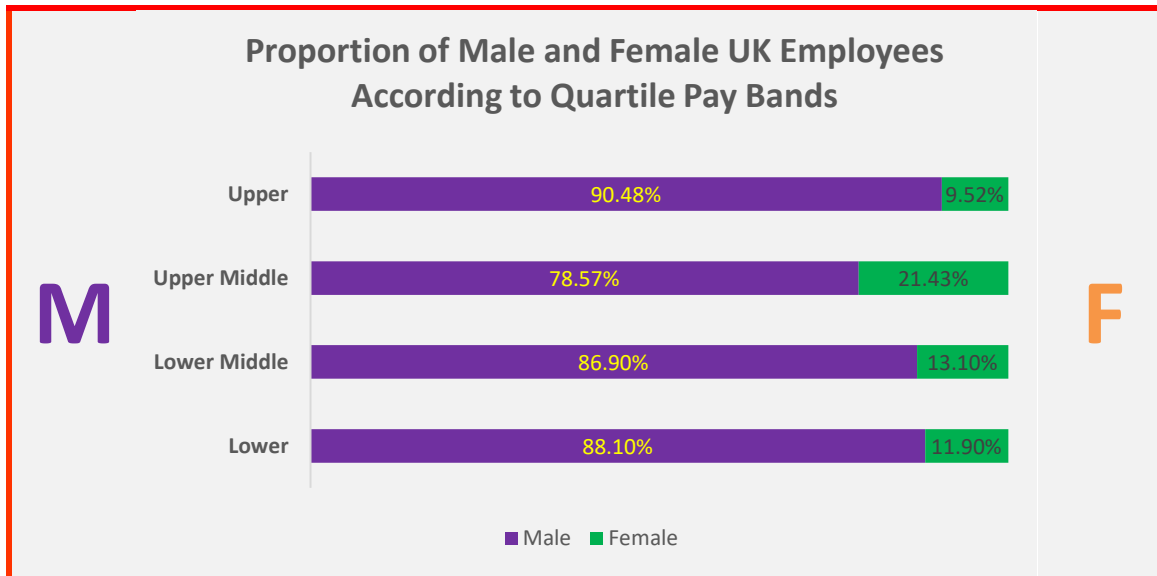


CHARLES WILSON ENGINEERS LIMITED

GENDER PAY GAP REPORT

APRIL 2018

Pay Gap and Bonus Difference Between Male and Female UK Employees		
	Mean	Median
Hourly rate of pay	13.31%	-2.88%
Bonus pay	70.69%	-33.33%



Pay data for UK employees from the 'pay period' including 5th April 2018 (i.e. payments made in the month of April 2018), as specified by the UK regulations.

The pay calculations are based on total pay received in the month of April 2018 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 2018, as specified by the UK regulations