

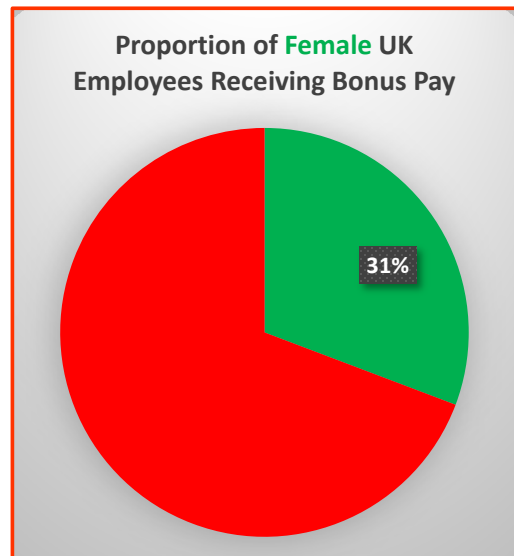
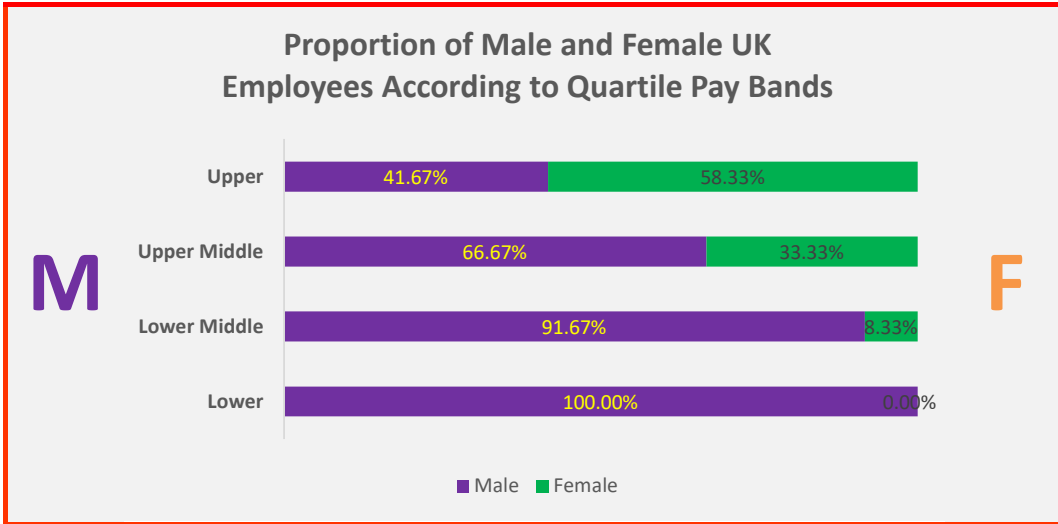
Charles Wilson Engineers Ltd

Gender Pay Gap Report

April 2020



Pay Gap and Bonus Difference Between Male and Female UK Employees		
	Mean	Median
Hourly rate of pay	-16.81%	-26.10%
Bonus pay	81.91%	57.14%



Pay data for UK employees from the 'pay period' including 5th April 2020 (i.e. payments made in the month of April 2020), as specified by the UK regulations.
 The pay calculations are based on total pay received in the month of April 2020 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 2020, as specified by the UK regulations