



MOORES REFRIGERATION CONTROLLED TRANSPORT LIMITED

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; however, it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

The information shown is for relevant employees as at 5th April 2020.

Difference in mean hourly rate of pay	-3.5%	
Difference in median hourly rate of pay	7.3%	
Difference in mean bonus pay	48.8%	
Difference in median bonus pay	-21.2%	
Percentage of employees who received bonus pay	Male 4.2%	Female 8.7%
Employees by pay quartile	Male	Female
Upper quartile	89.6%	10.4%
Upper middle quartile	98.5%	1.5%
Lower middle quartile	97.0%	3.0%
Lower quartile	83.8%	16.2%

I confirm that the results are accurate to the best of my information, knowledge and belief.

Darren Moore
Director