

Gender Pay Gap Report 2016 - 2017

Cape Engineering Services Ltd.



Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Difference in mean hourly pay	31.2%
Difference in median hourly rate of pay	40.2%
Difference in mean bonus pay	82.3%
Difference in median bonus pay	31.4%

Percentage of employees who receive bonus pay

Male	33.6%
Female	6.3%

Employees by pay quartile

	Male	Female
Upper quartile	98.2%	1.8%
Upper middle quartile	99.4%	0.6%
Lower middle quartile	100%	0%
Lower quartile	92.8%	7.2%

Person responsible: **Barbara Wilson, HR Director**

Number of employees: **500 to 999**

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