

Gender Pay Gap Report 2016 - 2017

Cape Industrial 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	20%
Difference in median hourly rate of pay	28.1%
Difference in mean bonus pay	-49.5%
Difference in median bonus pay	-79.8%

Percentage of employees who receive bonus pay

Male	61.8%
Female	7.6%

Employees by pay quartile

	Male	Female
Upper quartile	96.9%	3.1%
Upper middle quartile	97.4%	2.6%
Lower middle quartile	96.6%	3.4%
Lower quartile	84%	16%

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

Number of employees: **1000 to 4999**

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