



Sanderson Associates

All organisations employing 250 or more employees must publicly report on its gender pay gap. The gender pay gap shows the difference in earnings between all men and women in an organisation as at 5th April 2018.

Sanderson Associates is wholly owned by Fairhurst and the combined organisation employs over 250 employees.

We are required to report in six different ways: the mean (average) and median (middle point) gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women in each quartile band.

The results for Sanderson Associates are as follows:

	Mean	Median
Gender Pay Gap	40.9%	54.4%
Bonus Pay Gap	28.3%	68.0%

Proportion of male employees receiving a bonus: 92.3%

Proportion of female employees receiving a bonus: 85.7%

The proportions of males and females in each quartile band are as follows:

Band	Males	Females	Quartile
A	20.0%	80.0%	Lower
B	60.0%	40.0%	Lower-Middle
C	100.0%	0.0%	Upper-Middle
D	80.0%	20.0%	Upper

While Sanderson Associates operates in a historically male-dominated industry, we are confident that men and women are paid equally for doing equivalent jobs across our firm.

Principles of non-discrimination are enshrined in Sanderson Associates' recruitment and promotion procedures. All recruitment and promotion decisions are made on merit.

I confirm that data contained in this report is accurate.

Ron Bryson
Director