



Sanderson Associates (Consulting Engineers) Ltd

This gender pay gap shows the difference in earnings between all men and women in the organisation as at 5th April 2020.

Sanderson Associates (Consulting Engineers) Ltd 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 (men versus women); the mean and median gender bonus gaps (men versus women); the proportion of men and women who received bonuses; and the number of men and women in each quartile salary band.

The results for Sanderson Associates (Consulting Engineers) Ltd are as follows:

| | Mean | Median |
|----------------|-------------|---------------|
| Gender Pay Gap | 1.4% | 6.6% |
| Bonus Pay Gap | 8.3% | -15.0% |

Proportion of male employees receiving a bonus: 78.6%

Proportion of female employees receiving a bonus: 100.0%

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

| Band | Males | Females | Quartile |
|-------------|--------------|----------------|-----------------|
| A | 66.7% | 33.3% | Lower |
| B | 100.0% | 0.0% | Lower-Middle |
| C | 100.0% | 0.0% | Upper-Middle |
| D | 66.7% | 33.3% | Upper |

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

Principles of non-discrimination are enshrined in Sanderson Associates (Consulting Engineers) Ltd's 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