

Reporting as PICKERINGS EUROPE LIMITED

2021/22 Reporting year

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	91 %	9 %
Upper middle hourly pay quarter	96 %	4 %
Lower middle hourly pay quarter	88 %	12 %
Lower hourly pay quarter	32 %	68 %

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	47 %
Median gender pay gap using hourly pay	55 %

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	2 %	0 %

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	100 %
Median gender pay gap using bonus pay	100 %

Person responsible in your organisation

Stephen Angus
Company Secretary

Employee headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	250 to 499
--	------------