



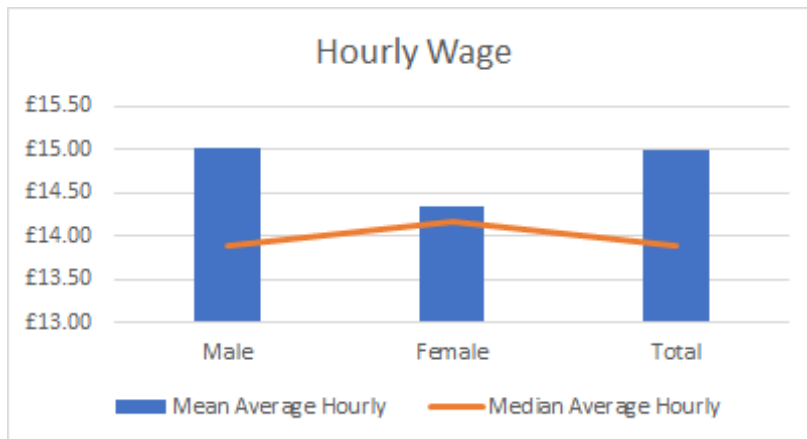
**Gender Pay Gap Report 2019**

Falcon Tower Crane Services Ltd currently has a gender pay gap. One of the reasons for this is because we operate in a male dominated industry. To counteract this FTCS have introduced many measures. Also, female staff have a higher mean and median average bonus. In addition, due to the sector being very male orientated FTCS have only a small proportion of females in senior positions. Therefore, in the previous year FTCS have internally promoted female members of staff and also have actively looked to employ female staff in any new senior posts. FTCS, realise that whilst this is a great step forward, it is possible that our gender pay gap may increase in the short term. Another way to counteract the deficit is by increasing formal training for a number of female staff members which will help their career development opportunities.

**Hourly Wage**

	<b><u>Mean Average Hourly</u></b>	<b><u>Median Average Hourly</u></b>
Male	£15.03	£13.90
Female	£14.34	£14.16
Total	£14.99	£13.90

*Table 1 - Hourly Wage*



	<b>Mean Average Bonus</b>	<b>Median Average Bonus</b>
<b>Male</b>	£0.00	£0.00
<b>Female</b>	£0.00	£0.00
<b>Total</b>	£0.00	£0.00
<b>Average Bonus Comparison %</b>	<b>0%</b>	<b>0.00%</b>

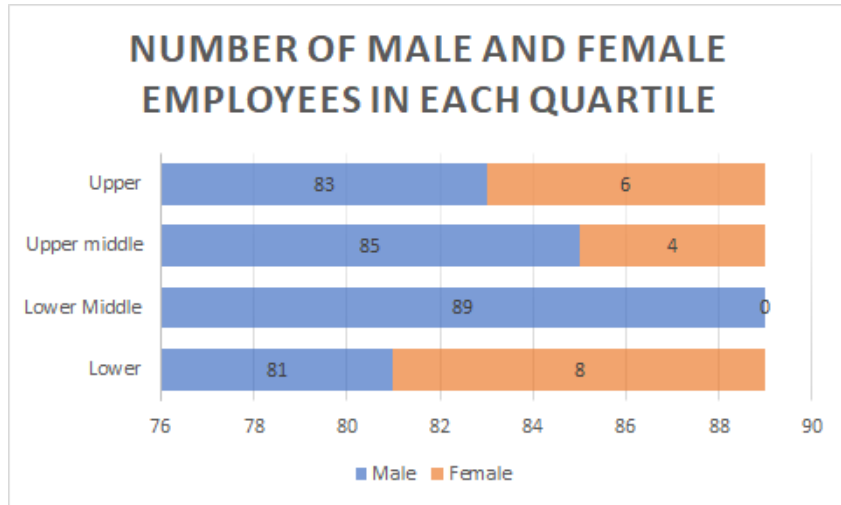
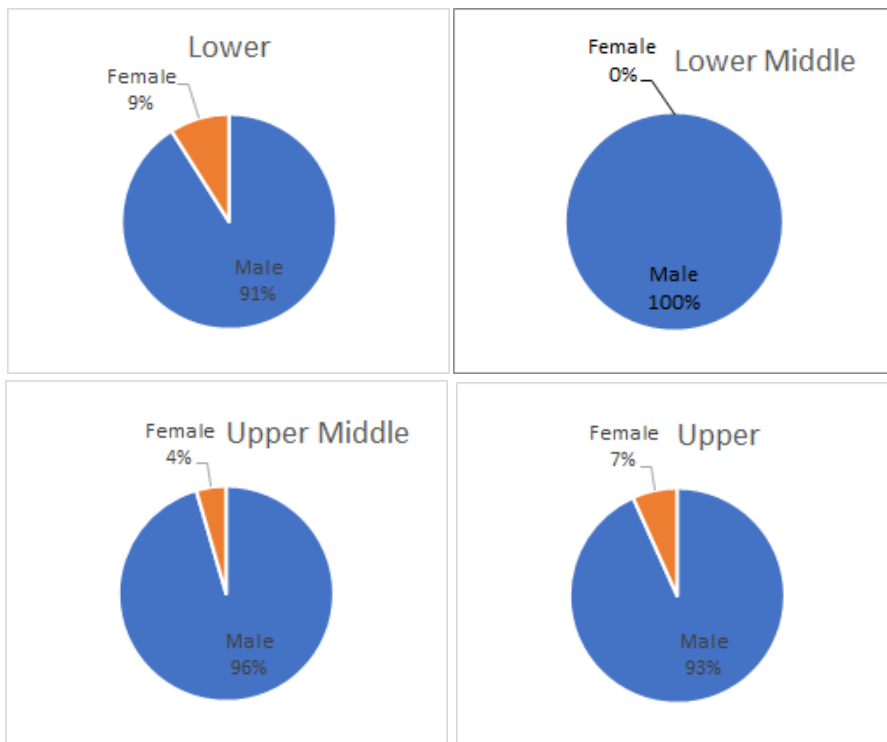


Figure 3 - Quartile Analysis



Yours Sincerely,

Barbara Brown