

Joseph Ash Ltd

Gender Pay Report 2017

The Gender Pay Gap

From April 2017 annual gender pay reporting is mandatory for all UK entities employing over 250 employees. The gender pay gap is defined as the difference in the average earnings of men and women in the relevant entity over a standard period of time, regardless of their role or seniority. It is not the same as equality of pay.

The Company

Joseph Ash Ltd maintains its position as a leading steel finishing service provider in the UK. Employing 319 colleagues across five strategically located plants in Bilston, Bridgend, Chesterfield, Telford and Walsall; the company provides unrivalled technical expertise, combined with industry-leading levels of customer service. We serve all types of customers from large construction companies and fabricators, to fencing and agricultural equipment suppliers and even metal sculptures artists. The company is a wholly owned subsidiary of Hill & Smith Holdings PLC.

The Gender Pay Gap vs Equal Pay

Equal pay means that men and women performing equivalent work should receive equal pay. Joseph Ash Ltd is committed to providing equal pay for equivalent work, not just because it's a legal requirement but because it's the right thing to do and our policies on equal opportunities and diversity support this.

A gender pay gap does not mean that there are equal pay issues, rather it identifies an unequal distribution of men and women at different grades across the business with an underrepresentation of women or men in certain roles.

Our Pay Gap

Firstly some definitions:

The mean pay gap - The mean gender pay gap is the difference in the Ordinary Pay rate of men and women as a proportion of the mean Ordinary Pay rate for men, based on our April payroll period.

The median pay gap - The median represents the mid-point of a population. The median pay gap is calculated in line with the mean pay gap, using medians in place of means.

The mean bonus gap - The mean bonus gap is the difference in the average bonus paid to women and the average bonus paid to men as a proportion of the average bonus paid to men.

The median bonus gap - The median represents the mid-point of a population. The median bonus gap is calculated in line with the mean bonus gap, using medians in place of means.

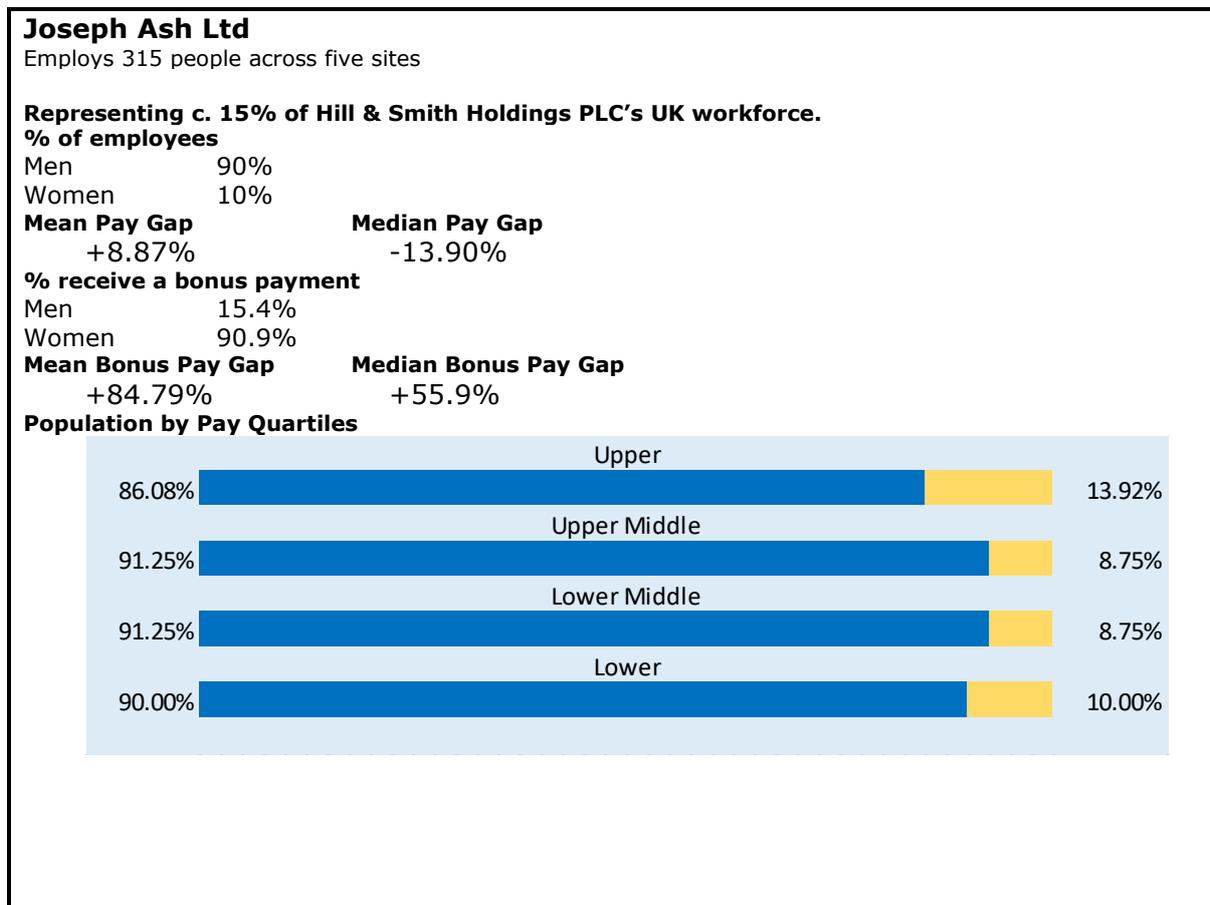
Proportion of males and females receiving a bonus payment - The number of men or women receiving bonus pay as a percentage of the total number of men or women in the company.

Proportion of males and females in each pay quartile - If you line up all men and women in the company from smallest hourly pay rate to largest hourly pay rate and then divide them into 4 equal populations, the percentage of men and women in each population, or quartile.

In the tables below we set out the gender pay gap information noting that within the businesses the ratio of male and female is:

	Board Level Staff		Senior Management		Other	
	Male	Female	Male	Female	Male	Female
Joseph Ash	4	0	8	0	275	32

The disclosable mean pay gap for Joseph Ash Ltd is 8.87%. We are pleased to say our figures compare favourably to the average mean pay gap for all UK companies, published by the Office for National Statistics ('ONS') Great Britain of 17.7%. The same can be said of our median pay gap which is -13.90%, against an ONS Great Britain median pay gap of 18.4%.



We confirm that the data reported is accurate.

Steven Hopkins
Managing Director

Alex Henderson
Company Secretary