

Gender Pay Gap Report

2020

FW THORPE PLC

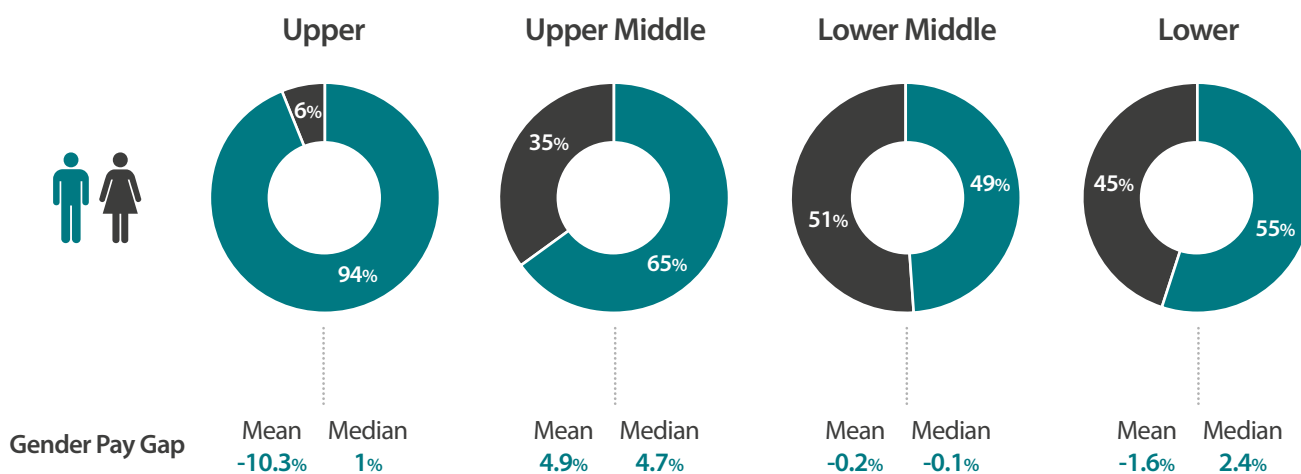
Based on the methodology prescribed by the UK Government, the overall gender pay gap is 21%.

Gender Pay Gap

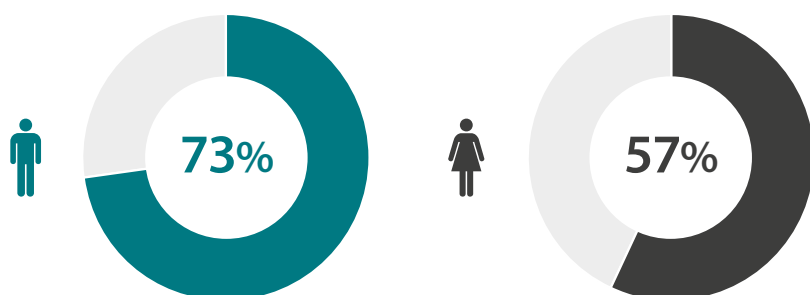
Difference between male and female		
	Median	Mean
Hourly Pay	21%	38.8%
Bonus*	41.7%	77%

* includes commission

Quartile Analysis



Percentage of employees receiving a bonus



The company operates a number of incentive schemes, including a scheme based on length of service.

Joint Chief Executive, Group Financial Director and Company Secretary