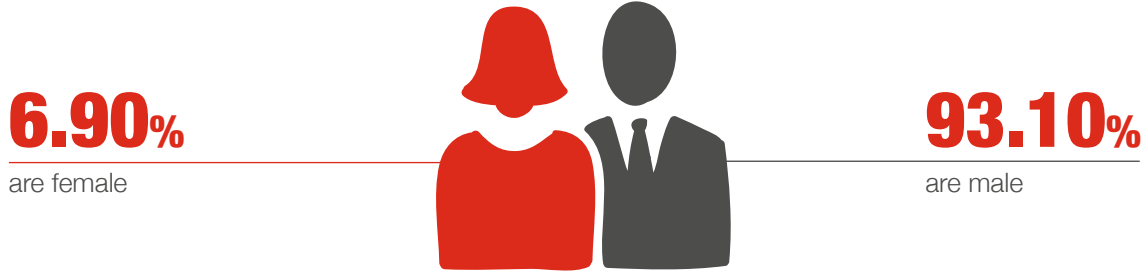
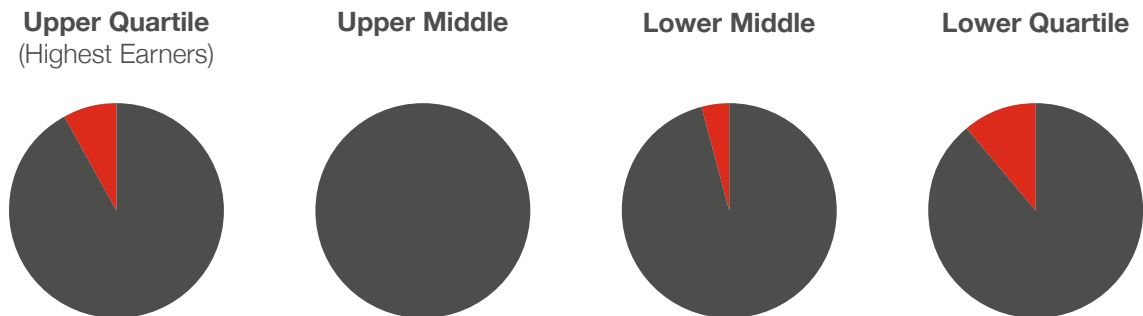
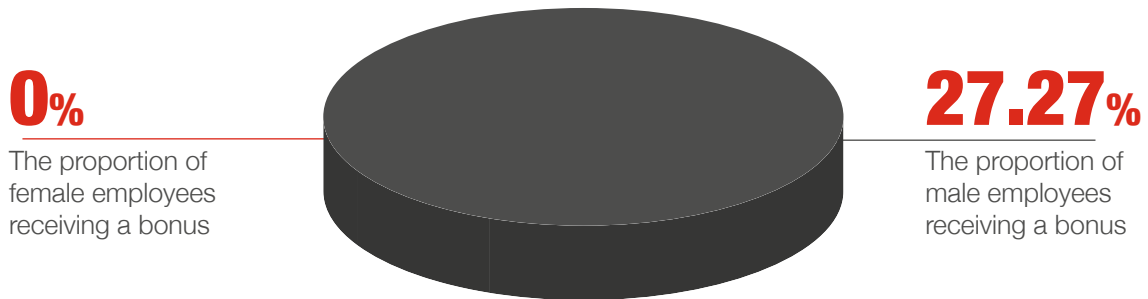
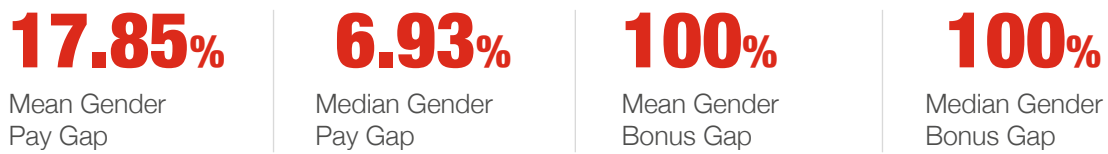




HTC Wolffkran Ltd is required by law to publish an annual gender pay gap report. This is our report for the date of 5 April 2018. **Total number of employee's = 307**



The gender pay gap is the difference in the average pay and bonuses of men and women across the company. Although we are confident that we have equal pay for work of equal value, HTCW do have a gender pay gap when we compare the overall average pay for women and men. This year, our mean gender pay gap was 17.85%, an improvement since 2017 and is below the national average of 18.4%.



Male **92%** Male **100%** Male **96%** Male **89%**
 Female **8%** Female **0%** Female **4%** Female **11%**

Why does HTC Wolffkran have a **Gender Gap**?

Historically construction has been a male dominated industry therefore attracting women to the industry continues to be a challenge, for this reason women in senior roles within the industry and more specifically within HTCW is indeed scarce. HTCW have explored our data further and as a business we are committed to undertaking the following to 'close the gap':

Promote flexible working...

Continue our Women in Construction Campaign which supports the promotion of women within the industry...

Engage with local communities including schools, job centres, job fayres etc. to raise awareness and actively encourage women into the industry....





www.wolffkran.com

Der Leitwolf.
The leader of the pack.