



Contract Solutions Grampian Limited 2020 Gender Pay Gap Reporting

This report sets out the results of our fourth gender pay gap analysis calculated in line with the new UK disclosure regulations.

Contract Solutions Grampian Limited recognises that its most important resource is its employees and is therefore committed to the fair and equal treatment to all employees.

Pay

The following table sets out our average and median hourly gender pay gap based on hourly rates on the snapshot date of 31st March 2020.

	Average	Median
Hourly rate of pay	1.58%	0%

Pay Quartiles

The following table sets out the distribution of genders across the four pay quartiles on the snapshot date of 31st March 2020.

	Lower	Lower Middle	Upper Middle	Upper
Male	20%	36%	14%	67%
Female	80%	64%	86%	33%

Declaration

I confirm that the information reported is accurate as at the snapshot date of 31st March 2020.

Laura Sutherland

Laura Sutherland
Finance Director