



# COATES

Warehousing. Distribution. Property

## H.W. Coates Limited Gender Pay Statement April 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website.

Our employee demographic is consistent with the rest of our sector which has been historically male dominated; our gender split is 80:20 male to female. We continue to be committed to building a diverse workplace that offers equal opportunities to all employees.

Our Data:

Women's hourly rate is:

<b>15.8%</b>	<b>6.7%</b>
LOWER	LOWER
(Mean)	(Median)

Women's bonus pay is:

<b>14.9%</b>	<b>14.7%</b>
LOWER	LOWER
(Mean)	(Median)

Proportion receiving bonus pay:

<b>86.1%</b>	<b>87.3%</b>
MEN	WOMEN

Proportion of employees in each pay quartile:

Upper quartile	
<b>78.0%</b>	<b>22.0%</b>
MEN	WOMEN

Upper middle quartile	
<b>85.4%</b>	<b>14.6%</b>
MEN	WOMEN

Lower middle quartile	
<b>81.7%</b>	<b>18.3%</b>
MEN	WOMEN

Lower quartile	
<b>72.0%</b>	<b>28.0%</b>
MEN	WOMEN

### Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5<sup>th</sup> April 2025.

Rachael Morris  
Finance Director

March 2026