

Pontrilas Sawmills Limited Gender Pay Gap Reporting April 2020

	%		
Difference in mean gender pay gap	5.5%		
Difference in median gender pay gap	-5.3%		
Difference in mean bonus gender pay gap	21.1%		
Difference in median bonus gender pay gap	0.0%		
Proportion of males receiving a bonus	86.7%		
Proportion of females receiving a bonus	6.7%		
		Male	Female
Proportions in Q1		90.0%	10.0%
Proportions in Q2		96.7%	3.3%
Proportions in Q3		96.7%	3.3%
Proportions in Q4		91.7%	8.3%

I hereby confirm that the data is accurate.

EB Hilton
Finance Director