



# Amberon Ltd 5<sup>th</sup> April 2017 Gender Pay Gap Report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Fixed pay	-20.57%	-7.69%
Bonus paid	-30.12%	0.00%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women.

## Proportion of colleagues awarded a bonus for 2016

Bonus	Male	Female
Percentage Receiving a bonus	1.60%	18.18%

## Pay Quartiles

Pay	Male	Female
Upper (75-100%)	88%	12%
Upper Middle (50-75%)	92%	8%
Lower Middle (25-50%)	96%	4%
Lower (0-25%)	96%	4%

The above information table illustrates the gender distribution at Amberon Ltd. We are confident that men and women are paid equally for doing equivalent jobs across our business.

I confirm the data reported is accurate.



Mr Terry Musson  
 Managing Director  
 Amberon Ltd

27<sup>th</sup> March 2018