



Amberon Ltd 5th April 2018 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	-27.85%	-19.68%
Bonus paid	-135.29%	-900.00%

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 2018). It also captures the mean and median difference between bonuses paid to men and women.

Proportion of colleagues awarded a bonus for 2017/18

Bonus	Male	Female
Percentage Receiving a bonus	2.58%	9.09%

Pay Quartiles

Pay	Male	Female
Upper (75-100%)	86%	14%
Upper Middle (50-75%)	93%	7%
Lower Middle (25-50%)	95%	5%
Lower (0-25%)	98%	2%

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

25th February 2019