



Amberon Ltd 5th April 2019 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	-13.81%	-11.45%
Bonus paid	67.11%	-9.09%

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 2019). It also captures the mean and median difference between bonuses paid to men and women.

Proportion of colleagues awarded a bonus for 2018/19

Bonus	Male	Female
Percentage Receiving a bonus	4.39%	2.33%

Pay Quartiles

Pay	Male	Female
Upper (75-100%)	89%	11%
Upper Middle (50-75%)	90%	10%
Lower Middle (25-50%)	94%	6%
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

26th February 2020