



Amberon Ltd 5th April 2020 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	-62.94%	-28.04%
Bonus paid	32.78%	25%

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 2020). It also captures the mean and median difference between bonuses paid to men and women.

Proportion of colleagues awarded a bonus for 2019/20

Bonus	Male	Female
Percentage Receiving a bonus	3.44%	11.67%

Pay Quartiles

Pay	Male	Female
Upper (75-100%)	80%	20%
Upper Middle (50-75%)	89%	11%
Lower Middle (25-50%)	97%	3%
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

23rd February 2021