



# Amberon Ltd 5<sup>th</sup> April 2021 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	-22.55%	-1.46%
Bonus paid	21.71%	14.30%

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 2021). It also captures the mean and median difference between bonuses paid to men and women.

## Proportion of colleagues awarded a bonus for 2020/21

Bonus	Male	Female
Percentage Receiving a bonus	5.39%	12.28%

## Pay Quartiles

Pay	Male	Female
Upper (75-100%)	88%	12%
Upper Middle (50-75%)	93%	7%
Lower Middle (25-50%)	92%	8%
Lower (0-25%)	94%	6%

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

9<sup>th</sup> February 2022