

 EMTELLE

# GENDER PAY

2022





## GENDER PAY REPORTING

In accordance with our obligations we report the following statistics in relation to Gender Pay based on our snapshot date of 05/04/2021



## HOURLY PAY

### **Mean Gender Pay Gap in Hourly Pay**

Mean Female Hourly Pay is £2.08 less than Mean Male Hourly Pay, therefore a Mean Gender Pay Gap of 14.8%

### **Median Gender Pay Gap in Hourly Pay**

There is 0% difference in Median Hourly Pay for Female versus Male Employees



## BONUS PAY

### **Mean Bonus Gender Pay Gap**

Female Employees Mean Bonus Pay is 79% less than Male Employees Mean Bonus Pay

### **Median Bonus Gender Pay Gap**

Female Employees Median Bonus Pay 38.8% less than Male Employees Median Bonus Pay

### **Proportion of Males and Females receiving a bonus payment**

41.3% of Females received a Bonus versus 18.6% of Males



## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

Upper Quartile = 94% Male and 6% Female

Upper Middle Quartile = 94% Male and 6% Female

Lower Middle Quartile = 86% Male and 14% Female

Lower Quartile = 77% Male and 23% Female



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