

Emtelle Group

Gender Pay Reporting

In accordance with our obligations we report the following statistics in relation to Gender Pay based on our snapshot date of 05/04/2019

1. Mean Gender Pay Gap in Hourly Pay
 - a. Mean Female Hourly Pay is £1.30 less than Mean Male Hourly Pay, therefore a Mean Gender Pay Gap of 9.5%
2. Median Gender Pay Gap in Hourly Pay
 - a. There is 0% difference in Median Hourly Pay for Female versus Male Employees
3. Mean Bonus Gender Pay Gap
 - a. Female Employees Mean Bonus Pay is 5.5% more than Male Employees Mean Bonus Pay
4. Median Bonus Gender Pay Gap
 - a. Female Employees Median Bonus Pay is 7.1% more than Male Employees Median Bonus Pay
5. Proportion of Males and Females receiving a bonus payment
 - a. 27% of Females received a Bonus versus 16% of Males
6. Proportion of Males and Females in each pay quartile
 - a. Upper Quartile = 91% Male and 9% Female
 - b. Upper Middle Quartile = 88% Male and 12% Female
 - c. Lower Middle Quartile = 94% Male and 6% Female
 - d. Lower Quartile = 80% Male and 20% Female