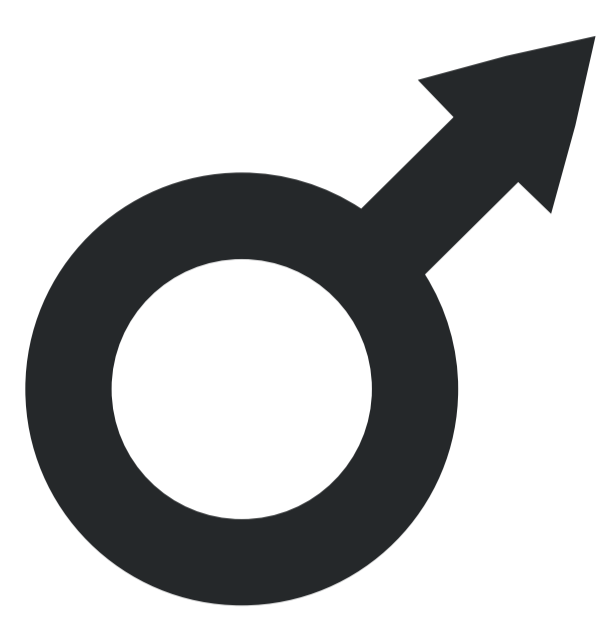
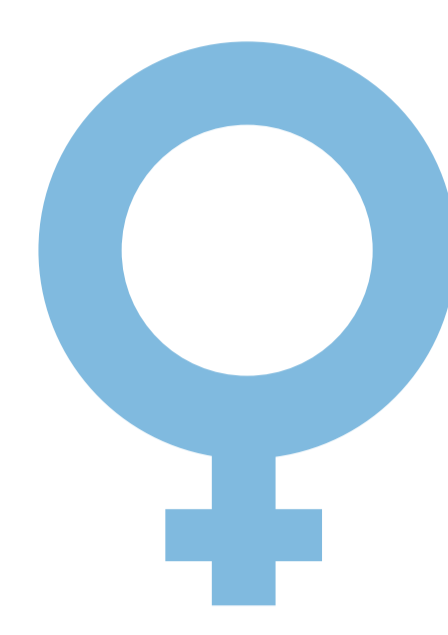


GENDER PAY GAP ANALYSIS 2021

TOTAL EMPLOYEES = 374



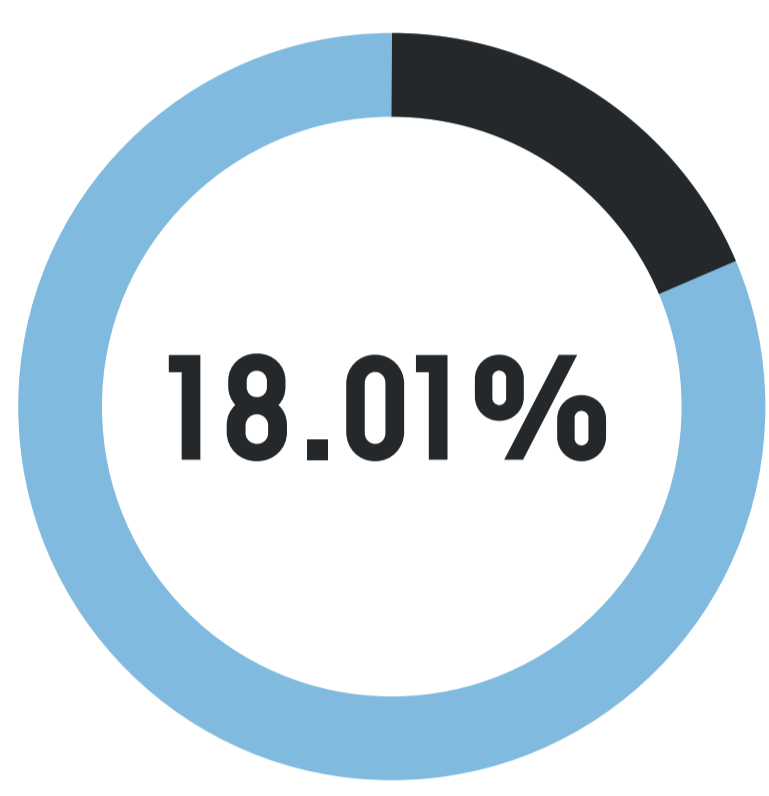
Male: 302
80.75%



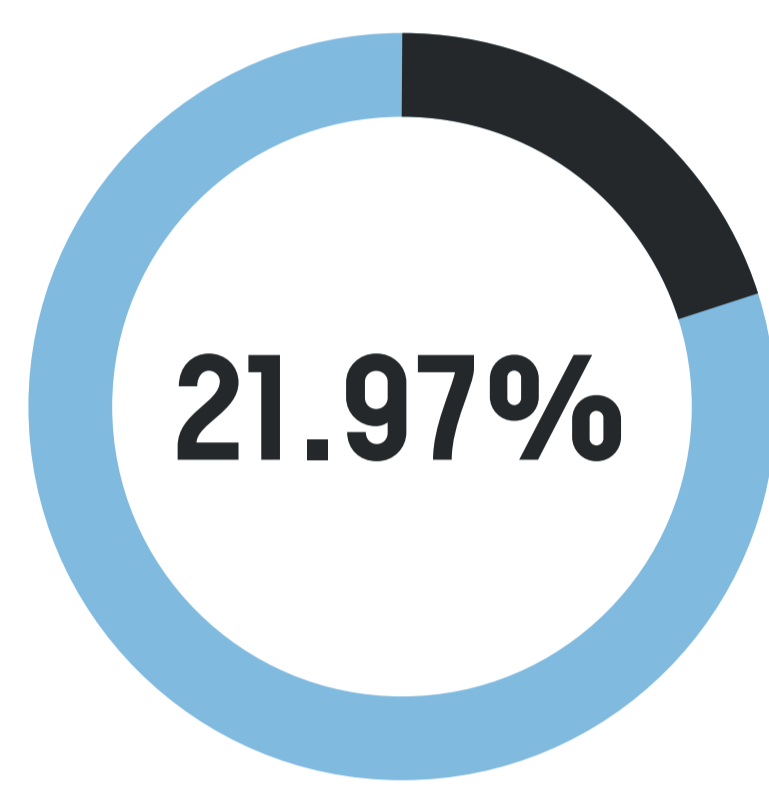
Female: 72
19.25%

DIFFERENCE IN PAY...

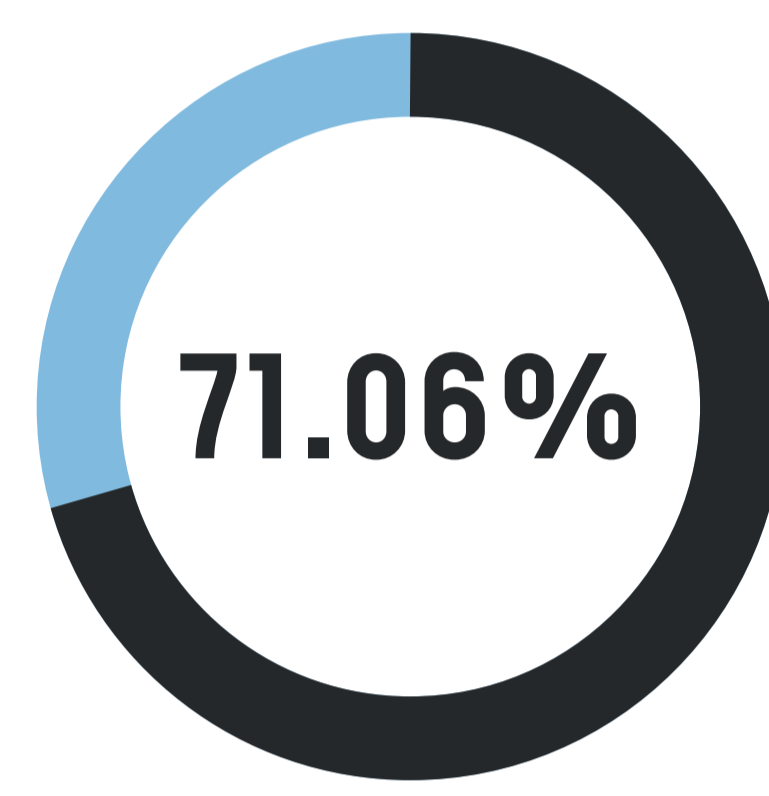
Difference in hourly rate of pay - mean



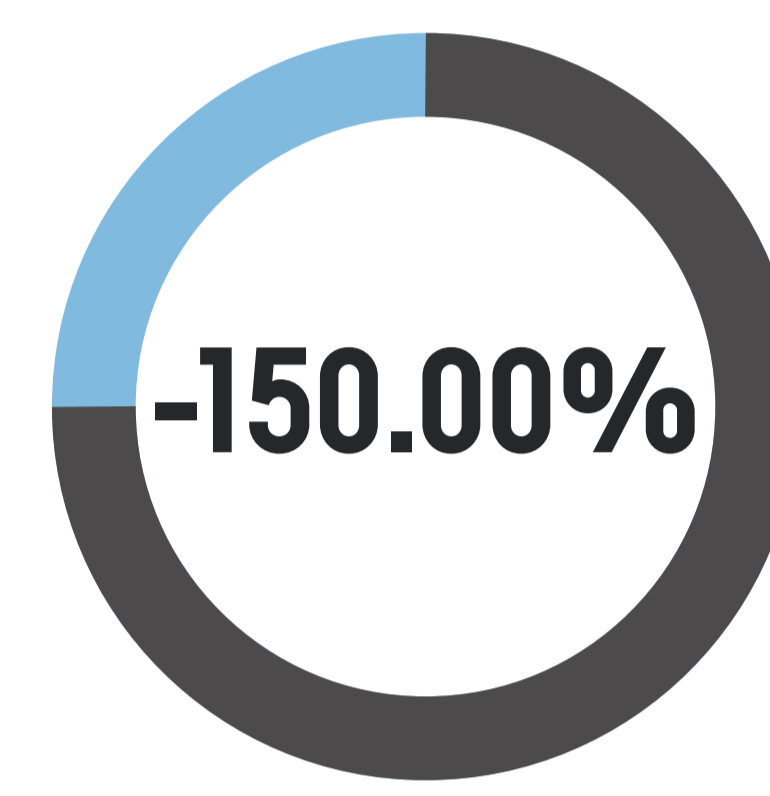
Difference in hourly rate of pay - median



Difference in bonus pay - mean



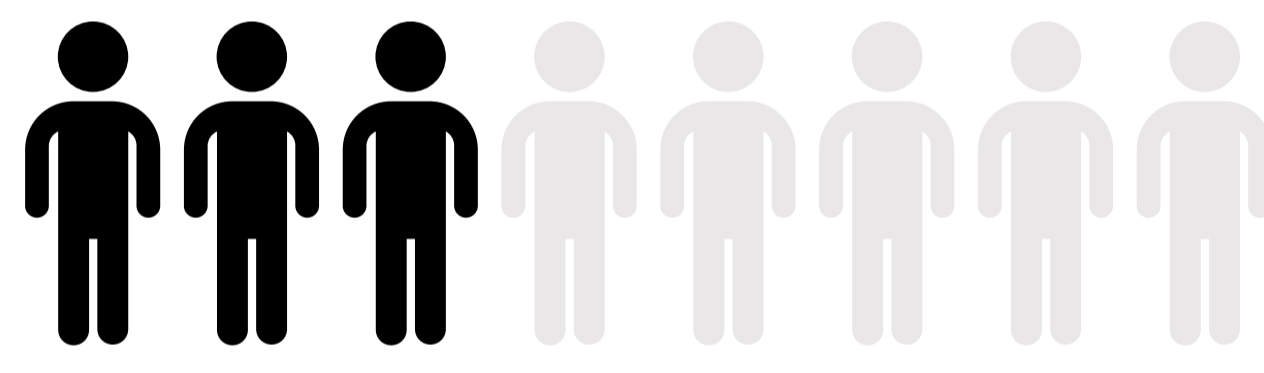
Difference in bonus pay - median



PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY...

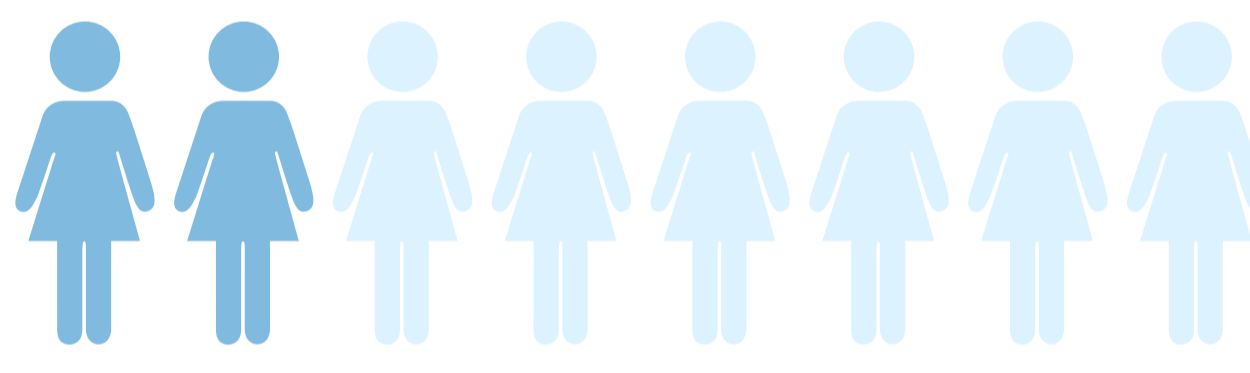
Males who received bonus pay:

22.30%



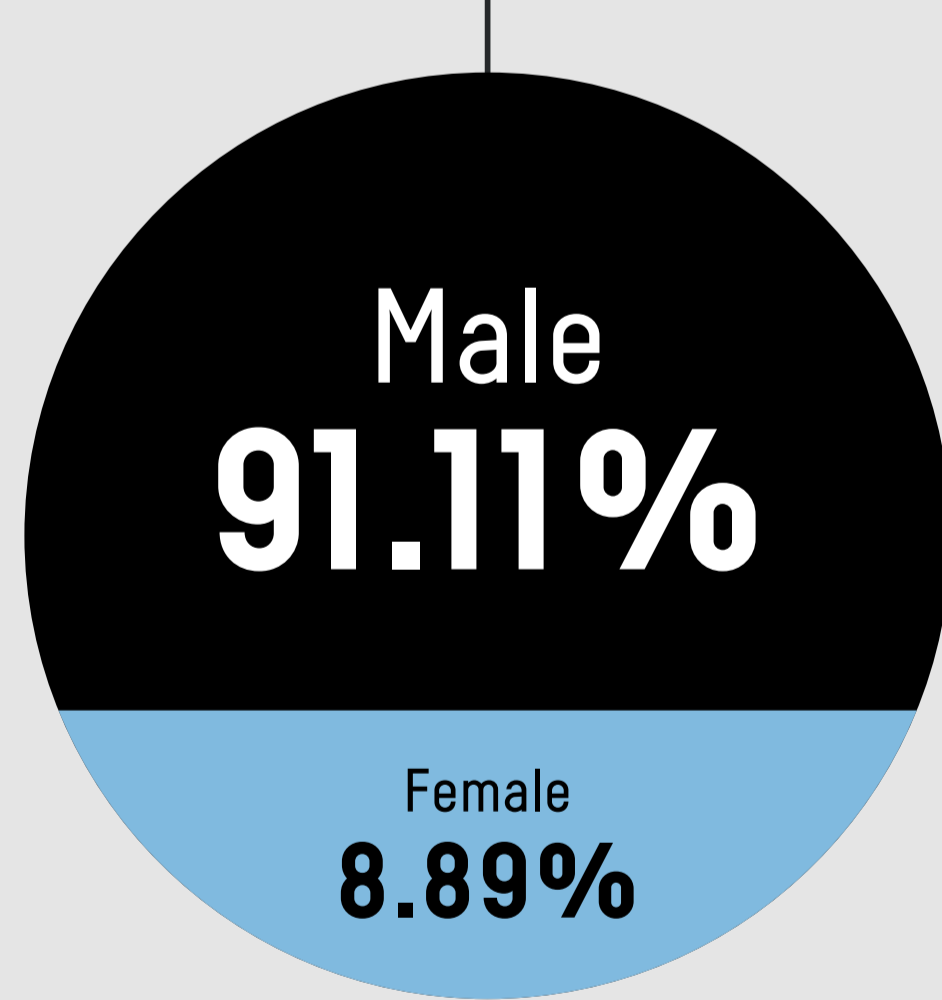
Females who received bonus pay:

13.24%

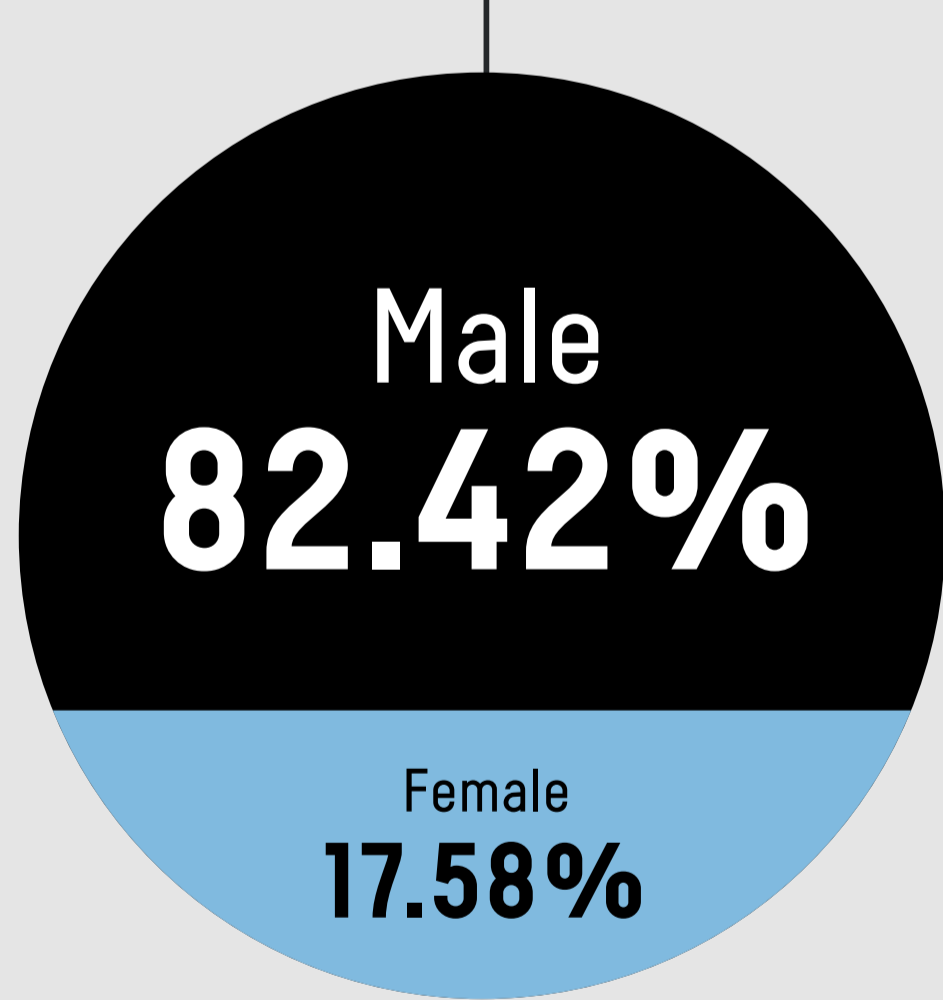


EMPLOYEES BY PAY QUARTILE...

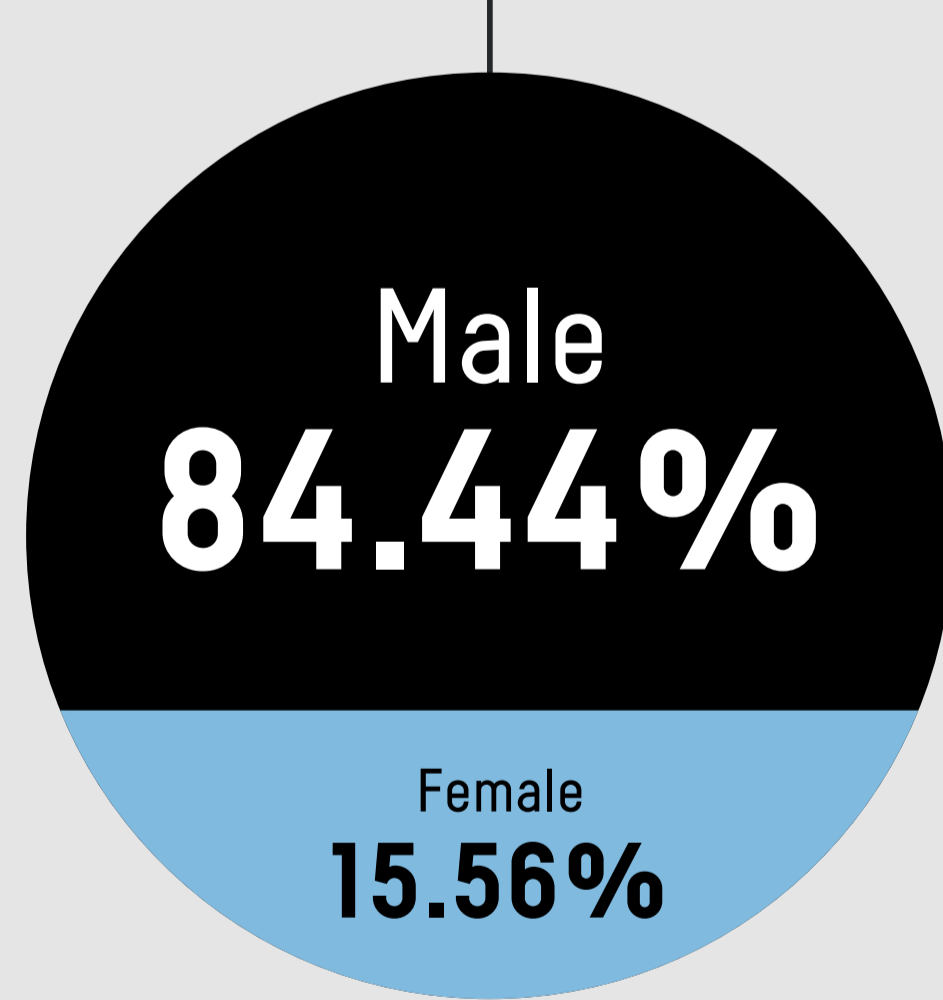
Upper quartile



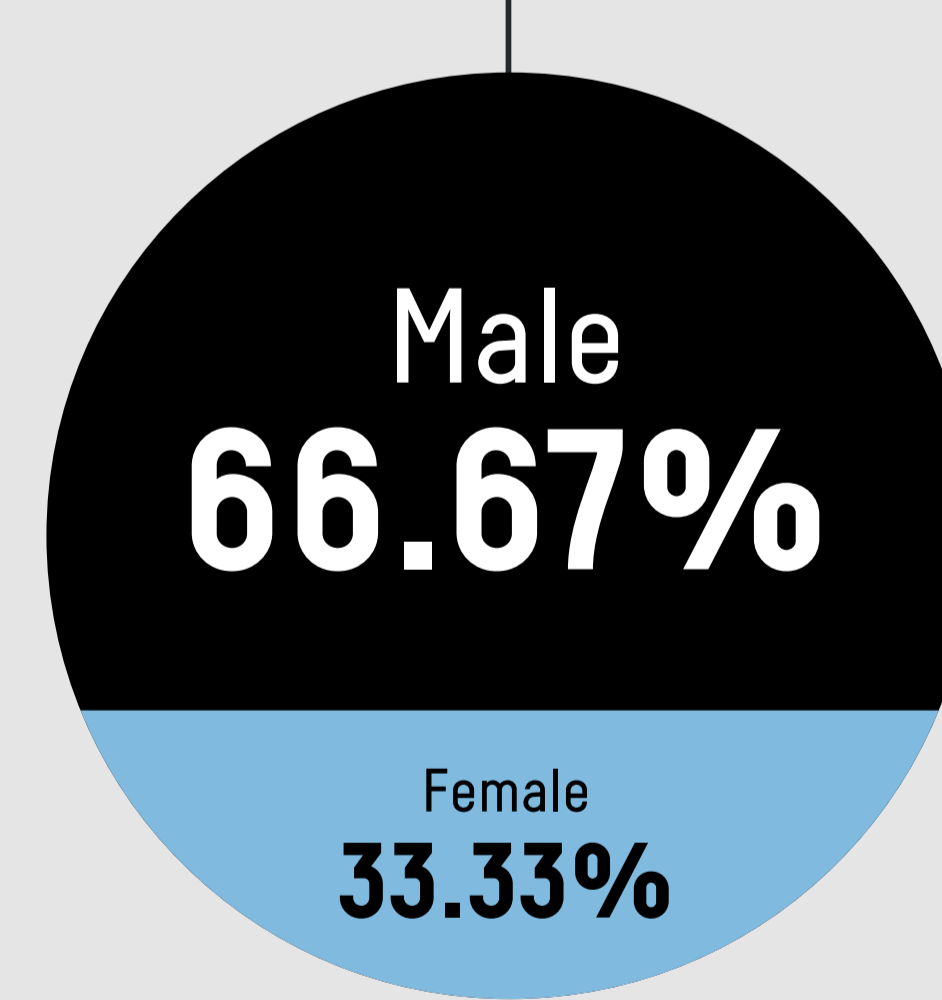
Upper middle quartile



Lower middle quartile



Lower quartile



OVER
500,000
GLOBAL CONNECTIONS



88%

OF UK GROCERY RETAILERS BY MARKET SHARE

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