



Gender Pay Report

Snapshot Date 5th April 2022

At Abel & Cole we believe strongly in job opportunities for everyone regardless of their gender. We are committed to balancing our gender representation and supporting all colleagues in the workplace.

We're delighted to have a negative gender reporting figure, as this demonstrates we're on the right track in terms of supporting our female colleagues. We're proud to say we are helping to develop some fantastic leaders of the future. We encourage flexible working where possible and promote colleagues on merit regardless of gender and fully intend to keep up this great work.

Our Results:

Abel & Cole		Results 2022	Results 2023
Mean hourly pay gap		-6.72%	-5.16%
Median hourly pay gap		5.02%	8.4%
Mean bonus pay gap		-55.74%	-35.25%
Median bonus pay gap		9.36%	14.97%
Male receiving bonus pay		80.61%	88.84%
Females receiving bonus pay		84.58%	83.87%
Hourly pay quartiles			
Upper (highest paid)	Male	66.48%	66.86%
	Female	33.52%	33.14%
Upper middle	Male	77.05%	72.09%
	Female	22.95%	27.91%
Lower middle	Male	66.67%	65.50%
	Female	33.33%	34.50%
Lower (lowest paid)	Male	58.24%	51.16%
	Female	41.76%	48.84%

This statement has been reviewed and approved by Hannah Shipton, Managing Director, in April 2023.

Signed Hannah Shipton

Date 5/4/2023