



GENDER PAY REPORT

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.

With a negative gender reporting figure we know we're on the right tracks in terms of supporting our female colleagues. Our managing

director Hannah has progressed her career with us since joining us in 2006 as head of our customer service team. Under her leadership we're proud to say we are helping to develop some fantastic male and female 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

Our overall mean pay gap is **-2.6%**.

Our overall median pay gap is **8.1%**

Hourly pay gap

Mean hourly pay gap -2.6%

Median hourly pay gap 8.1%

Bonus pay gap

Mean bonus pay gap 44.4%

Median bonus pay gap 0.0%

Hourly pay quartiles

	Male	Female
Upper (highest paid)	64.4%	35.6%
Upper middle	78.2%	21.8%
Lower middle	71.5%	28.5%
Lower (lowest paid)	48.3%	51.7%
Total*	65.6%	34.4%

Proportion of employees who received bonus pay

Male	73.0%
Female	55.5%

The national average for the mean gender pay gap is **18.4%**. The national average for the median gender pay gap is **18.1%**.