



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: -2.10%.

Our overall median pay gap: 7.36%

Abel & Cole		Results 2017	Results 2018	Results 2019
Mean hourly pay gap		-2.60%	-4.50%	-2.10%
Median hourly pay gap		8.10%	11.22%	7.36%
Mean bonus pay gap		44.40%	23.36%	-28.16%
Median bonus pay gap		0%	0.00%	35.09%
Male receiving bonus pay		55.50%	78.00%	83.63%
Females receiving bonus pay		73%	69.50%	86.89%
Hourly pay quartiles				
Upper (highest paid)	Male	64.40%	61.70%	60.16%
	Female	35.60%	38.30%	39.84%
Upper middle	Male	78.20%	74.40%	74.81%
	Female	21.80%	25.60%	25.19%
Lower middle	Male	71.50%	58.80%	69.47%
	Female	28.50%	41.20%	30.53%
Lower (lowest paid)	Male	48.30%	57.50%	45.31%
	Female	51.70%	42.50%	54.69%

**The national average for the mean gender pay gap is 16.2%. The national average for the median gender pay gap is 17.3%.

This statement has been reviewed and approved by Hannah Shipton, Managing Director, in April 2020.

Signed: