

# All Square Ltd gender pay gap report and data 2021

Summary: Data on the difference in employees' average earnings from April 6th 2019 to April 5<sup>th</sup> 2020

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 5th October 2021. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Our Gender Pay Gap findings are as below;

## Gender Pay Gap Data

Mean gender pay gap in hourly pay	2.26%	
Median gender pay gap in hourly pay	-2.00%	
Mean bonus gender pay gap	26.5%	
Median bonus gender pay gap	-11.20%	
Proportion of males and females who got bonus payments	<i>Male</i>	<i>Female</i>
	3.23%	3.23%
Employees by pay quartile	<i>Male</i>	<i>Female</i>
<i>Upper quartile</i>	38.24%	61.76%
<i>Upper middle quartile</i>	41.18%	58.82%
<i>Lower middle quartile</i>	44.12%	55.88%
<i>Lower quartile</i>	45.45%	54.55%