

# All Square Ltd gender pay gap report and data 2022

Summary: Data on the difference in employees' average earnings from April 6th 2020 to April 5<sup>th</sup> 2021

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 31<sup>st</sup> March 2022. 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	5.80%	
Median gender pay gap in hourly pay	-3.10%	
Mean bonus gender pay gap	55.54%	
Median bonus gender pay gap	71.71%	
Proportion of males and females who got bonus payments	<i>Male</i>	<i>Female</i>
	6.74%	8.00%
Employees by pay quartile	<i>Male</i>	<i>Female</i>
<i>Upper quartile</i>	33.90%	66.10%
<i>Upper middle quartile</i>	28.33%	71.67%
<i>Lower middle quartile</i>	50.00%	50.00%
<i>Lower quartile</i>	36.67%	63.33%