

# All Square Ltd gender pay gap report and data 2024

Summary: Data on the difference in employees' average earnings from April 6th 2022 to April 5<sup>th</sup> 2023

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 4<sup>th</sup> April 2024. 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	6.26%	
Median gender pay gap in hourly pay	3.77%	
Mean bonus gender pay gap	53%	
Median bonus gender pay gap	6%	
Proportion of males and females who got bonus payments	<b>Male</b>	<b>Female</b>
	2.54%	2.11%
Employees by pay quartile	<b>Male</b>	<b>Female</b>
<i>Upper quartile</i>	45.13%	54.87%
<i>Upper middle quartile</i>	36.04%	63.96%
<i>Lower middle quartile</i>	37.99%	62.01%
<i>Lower quartile</i>	20.13%	79.87%