

## Gender Pay Gap Reporting

From 2017, any organisation with 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Azebra Pay Ltd is an employee required by law to carry out and publish the following six calculations;

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
- Proportion of males and females when divided into four groups ordered from lowest to highest hourly rate of pay

Azebra Pay Ltd reporting as of 10th January 2023;

- Difference in hourly rate of pay – mean +3.8% Female
- Difference in hourly rate of pay – median -16.87% Male
- Difference in bonus pay – mean – no figures to report
- Difference in bonus pay – median – no figures to report
- Percentage of employees who received bonus pay – no figures to report

Employees by pay quartile;

Quartile	Male %	Female %
Lower Quartile	44%	56%
Lower Middle Quartile	29%	71%
Upper Middle Quartile	25%	75%
Upper Quartile	47%	53%

Written Statement

Azebra Pay Ltd is a fully compliant umbrella payroll company. The main function of an umbrella payroll company is to employ workers working on multiple assignments.

Azebra Pay does not assist in the sourcing of assignments, the workers use a recruitment agency to facilitate this service.

Contractors employed by Azebra Pay Ltd negotiate their own rates of pay with their recruitment agency. Azebra Pay Ltd has no influence in deciding a contractors' rate of pay.

Rates of pay widely range between the different sectors Azebra Pay Ltd contractors work within.