

# gekko Gender Pay Gap



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## Median Hourly Gender Pay Gap

The increased proportion of men in the lower quartile is due to a largely male tactical team, with hourly paid ad hoc roles, while a higher proportion of women work in senior, salaried roles

-9%

## Median Bonus Gender Pay Gap

Bonuses are consistent within field teams, paid based on meeting KPIs. After review we are confident these are awarded on individual performance without gender bias

7%

Proportion of females receiving a bonus payment

15%

## Mean Hourly Gender Pay Gap

The small difference in mean hourly pay is in part due to the higher proportion of women in the upper pay quartile, when compared to the lower quartile

-2%

## Mean Bonus Gender Pay Gap

This is as a result of a higher proportion of males conducting field based roles where a bonus payment is subject to KPIs

50%

## Proportion of males receiving a bonus payment

19%

## % of males/females per Quartile

Upper Quartile	63%	37%
Upper Middle Quartile	69%	31%
Lower Middle Quartile	72%	28%
Lower Quartile	74%	26%

■ Male ■ Female



Gekko is an equal opportunities employer and the results of our 2017 Gender Pay Gap Reporting further demonstrates this with negative figures showing in both Mean and Median pay. Where Mean and Median bonuses are positive, these payments are subject to achievement of KPI's and are not determined by gender but by performance.

The information contained within this report is accurate.

Daniel Todaro  
Managing Director



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