

# gekko Gender Pay Gap 2018



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## Median Hourly Gender Pay Gap

Gekko has closed its median hourly pay gap by 3 percentage points, continuing to be well below the nation average of 11.7%

**-6%**  
(-9%\*)

## Mean Hourly Gender Pay Gap

Gekko's mean hourly pay gap is significantly below the national average of 14.3%, showing Gekko's continued commitment to fair pay

**-9%**  
(-2%\*)

## Mean Bonus Gender Pay Gap

Gekko has examined the raw data and determined that the large gap seen is due to the largely male dedicated teams, with a quarterly bonus system

**51%**  
(50%\*)

## Median Bonus Gender Pay Gap

A gap of 9% this year reflects a £20 difference in median bonus pay. Bonuses for field teams are paid based on KPIs being met

**9%**  
(7%\*)

## Proportion of males receiving a bonus payment

This difference in male and females receiving a bonus is due to more males being employed in roles with a quarterly bonus system

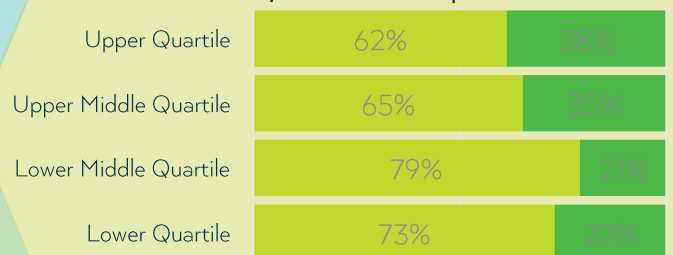
**25%**  
(19%\*)

## Proportion of females receiving a bonus payment

There has been a slight increase in the percentage of females receiving a bonus

**16%**  
(15%\*)

## % of males/females per Quartile



■ Male ■ Female



Gekko is an equal opportunities employer and the results of our 2018 Year on Year Gender Pay Gap Reporting further demonstrates this with negative figures, significantly below the national average, shown 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. As demonstrated, Gekko Group continues to remunerate based on role and not gender.

The information contained within this report is accurate.

Daniel Todaro  
Managing Director



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