

Gekko Gender Pay Gap Review 2020



Mean Hourly Gender Pay Gap

Gekko's mean hourly pay gap is below the national average of 15.9%, coming in at 0% in 2020 vs **-15% in 2019**



Median Hourly Gender Pay Gap

Gekko's median hourly pay gap shifted by 1 percentage point to -1%, showing that all team members are paid close to equally, with women slightly ahead for the past year (**0% in 2019**)



Mean Bonus Gender Pay Gap

Positively, this figure has narrowed from the last report to a 29% gap. The difference remaining predominantly due to the largely male dominated teams, with a quarterly bonus system (**49% in 2019**)



Median Bonus Gender Pay Gap

A gap of 20% this year reflects a £48 difference in median bonus pay in favour of male employees. Bonuses for field teams are paid based on their KPIs being met (**18% in 2019**)



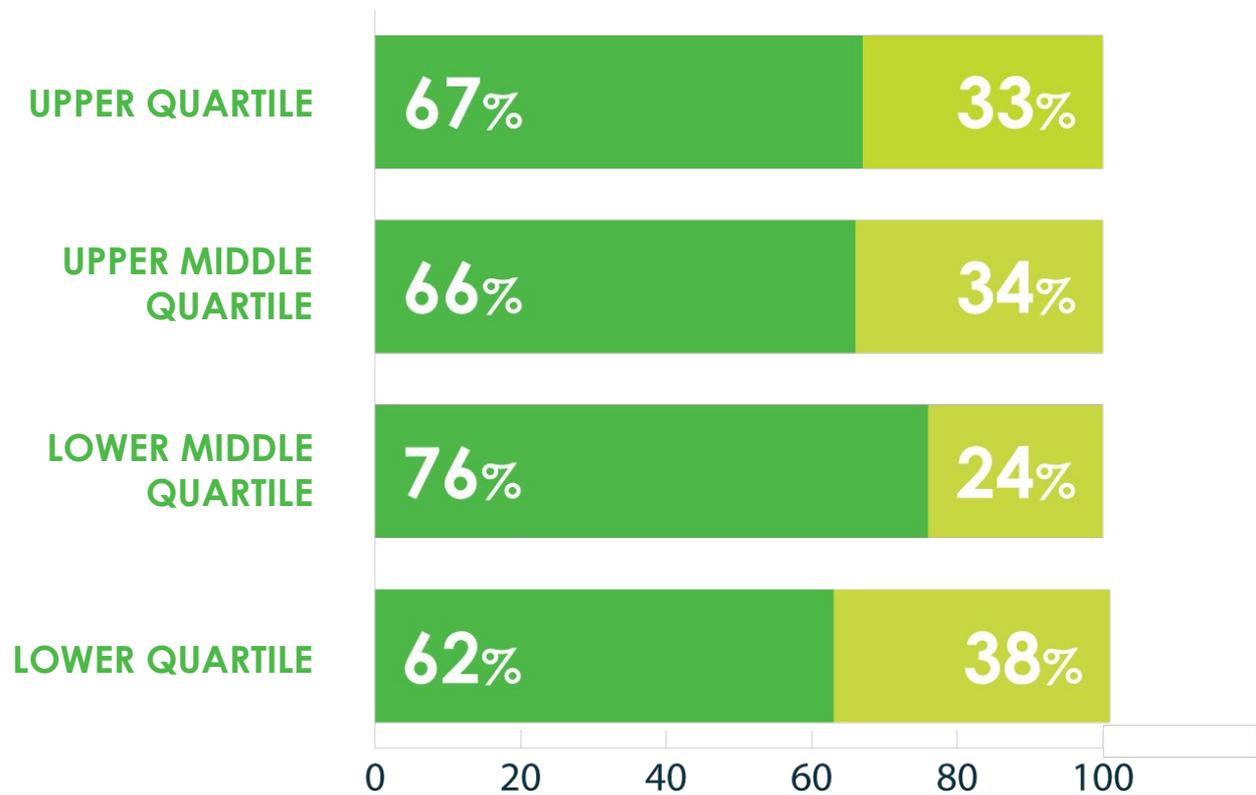
Proportion of females receiving a bonus payment

The proportion of both males and females receiving bonuses has gone up, for women up to 41% last year vs 35% in 2019. 51% of all employees received a bonus (**35% in 2019**)



Proportion of males receiving a bonus payment

With 56% of males receiving a bonus, the difference continues to be due to proportionally more men being employed in roles with a specific quarterly bonus system (**50% in 2019**)



Gekko is an equal opportunities employer and the results of our Gender Pay Gap Reporting confirm that, with our mean hourly pay gap running at **Zero (0%)** for 2020. The median pay gap is also now at **-1%**, a slight increase on the 0% figure in 2019.

The mean bonus gender pay gap narrowed by Twenty percentage (20%) points in 2020 which is positive, and all bonus payments remain subject to KPI achievements, with Gekko continuing to reward staff specifically based on their performance and not gender.

The information contained within this report is accurate.

Daniel Todaro
Managing Director