

gekko Gender Pay Gap 2019



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Median Hourly Gender Pay Gap

Gekko has closed its median hourly pay gap by 6 percentage points to 0%, ensuring that all team members are paid equally

0%
(-6%*)

Median Bonus Gender Pay Gap

A gap of 18% this year reflects a £56 difference in median bonus pay. Bonuses for field teams are paid based on KPIs being met

18%
(9%*)

Proportion of females receiving a bonus payment

The proportion of both males and females receiving bonuses have gone up this year, due to changes in incentive schemes for tactical employees

35%
(16%*)

Mean Hourly Gender Pay Gap

Gekko's mean hourly pay gap is below the national average of 17.3%, showing Gekko's continued commitment to fair pay

-15.1%
(-9%*)

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

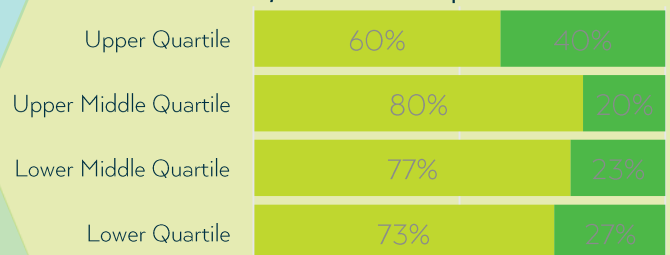
49%
(51%*)

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

50%
(25%*)

% of males/females per Quartile



■ Male ■ Female



Gekko is an equal opportunities employer and the results of our 2019 year on year Gender Pay Gap Reporting demonstrate this with Gekko's medium pay gap being reduced to Zero with a mean pay gap improving recorded at -15.1% up from -9% in the previous year.

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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