

Gekko Group Gender Pay Gap Review 2021



Mean Hourly Gender Pay Gap

Gekko's mean hourly pay gap is 0.6ppt above the national average of 15.4%, coming in at 16% in 2021



Median Hourly Gender Pay Gap

Gekko's median hourly pay gap now sits at 16%, having previously been **-1% in 2020**.



Mean Bonus Gender Pay Gap

This figure has increased from the last report to a 62% gap. The dgap is driven by the largely male dominated teams, operating with a quarterly bonus system (**29% in 2020**)



Median Bonus Gender Pay Gap

A positive improvement here as the gap reduced to 0% between genders for 2021. Bonuses for field teams are paid based on KPIs being met (**20% in 2020**)



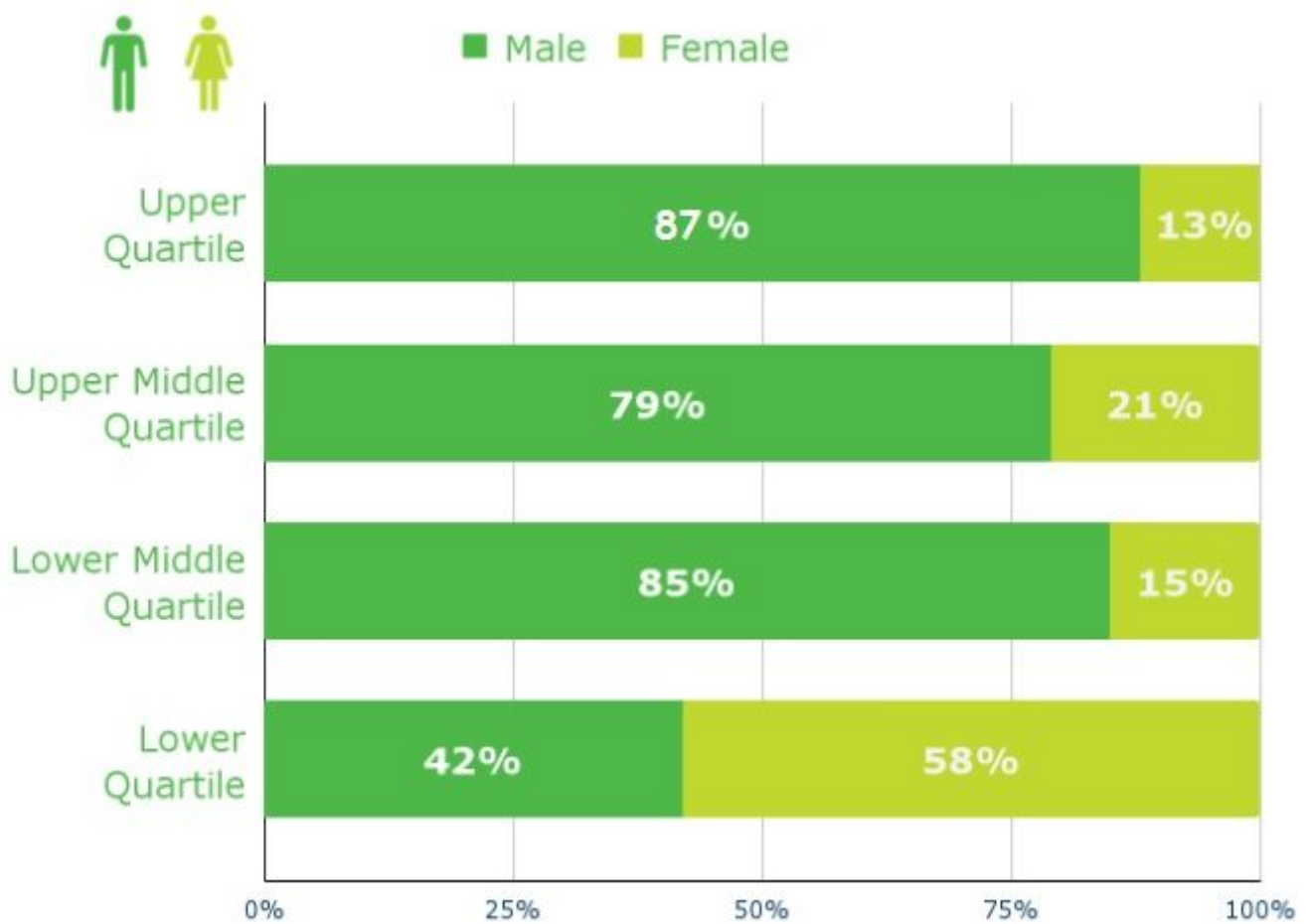
Proportion of females receiving a bonus payment

The proportion of females receiving a bonus fell in 2021 to 29% due to a number of reasons within the teams (**41% in 2020**)



Proportion of males receiving a bonus payment

67% of males received a bonus payment last year, this figures remains driven by proportionally more men being employed in the teams operating with a specific quarterly bonus system (**56% in 2020**)



Gekko is an equal opportunities employer and the results of our Gender Pay Gap Reporting confirm this with our Mean & Median hourly pay gaps running both at **sixteen percent (16%)** for 2021. Set against an extraordinary situation which was lockdown and furlough, these fluctuations are indicative of the period.

The mean bonus gender pay gap increased to **sixty two percent (62%)** whilst the median dropped to **zero (0%)**. All bonus payments remain subject to KPI achievements, with Gekko continuing to reward staff specifically based on individual performance and never gender.

The information contained within this report is accurate.

Daniel Todaro
Managing Director



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