

Gekko Group Gender Pay Gap Review 2022



Mean Hourly Gender Pay Gap

Gekko's mean hourly pay gap sits at 4%, an improvement of **12 ppt vs 2021** figures



Median Hourly Gender Pay Gap

Gekko's median hourly pay gap now sits at 2%, having previously been **16% in 2021**.



Mean Bonus Gender Pay Gap

This figure has increased from the last report to a 70% gap. The gap is driven by the largely male dominated teams, operating with a quarterly bonus system (**62% in 2021**)



Median Bonus Gender Pay Gap

The median bonus figure grew to 56% between genders for 2022. Bonuses for field teams are paid based on KPIs being met (**0% in 2021**)



Proportion of females receiving a bonus payment

The proportion of females receiving a bonus increased in 2022 to 44% due to more females being employed within the teams (**29% in 2021**)

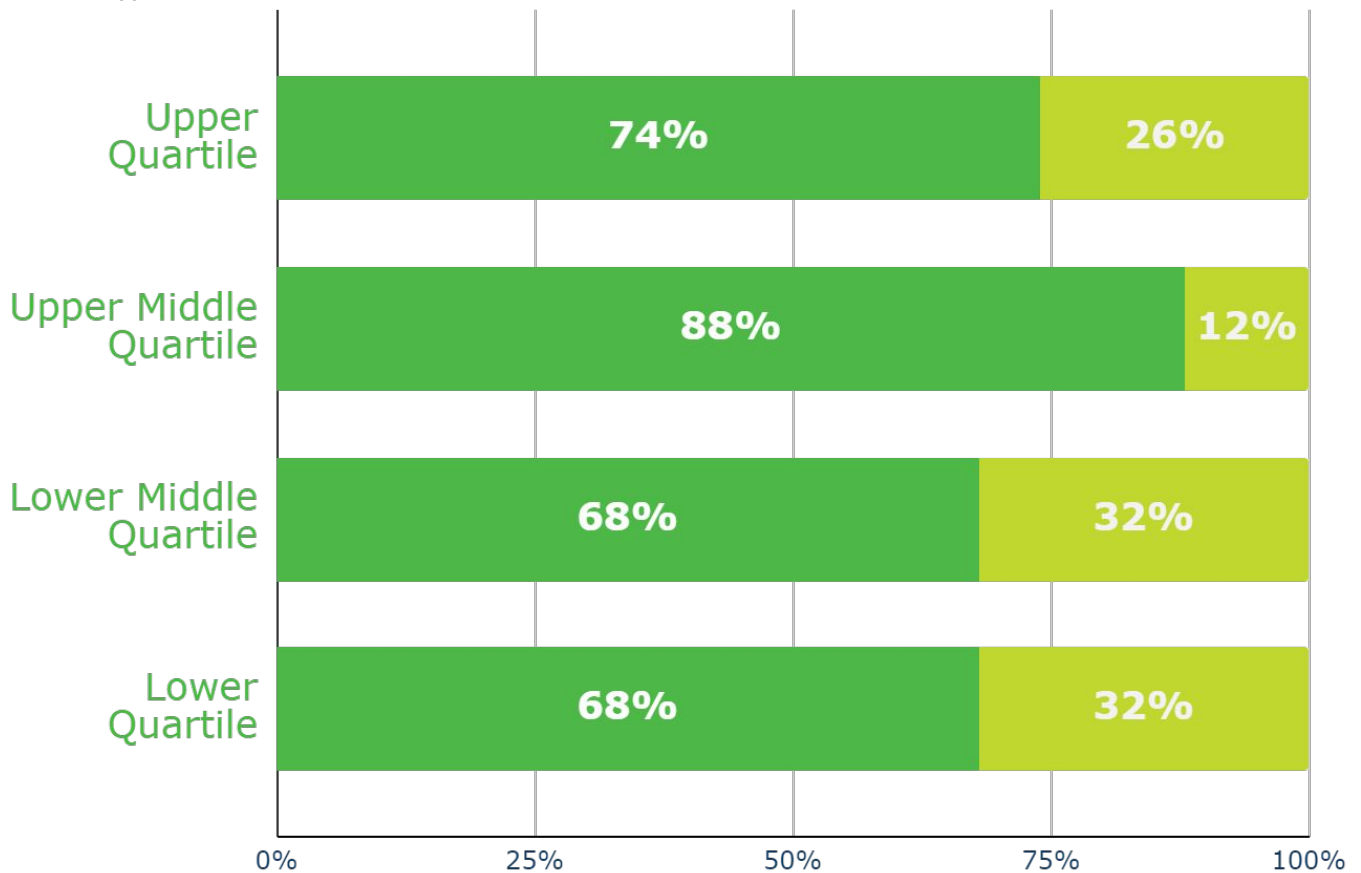


Proportion of males receiving a bonus payment

72% of men received a bonus payment last year, this figures remains driven by proportionally more men being employed in the teams which operate a specific quarterly bonus system (**67% in 2021**)



■ Male ■ Female



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 at **four percent (4%)** and **two percent (2%)** for 2022 respectively. Set against what were in 2022 extraordinary situations, these fluctuations are indicative of the period.

The mean bonus gender pay gap increased to **seventy percent (70%)** whilst the median was **fifty six (56%)**. 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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