

# Gekko Group Gender Pay Gap Review 2023



## Mean Hourly Gender Pay Gap

Gekko's mean hourly pay gap comes in at -17%, increasing by **21 ppt** vs **2022** figures



## Median Hourly Gender Pay Gap

Gekko's median hourly pay gap is 18%, having previously been **2% in 2022**.



## Mean Bonus Gender Pay Gap

This particular metric has fallen to a 10% gap even while some teams who operate a quarterly bonus system remain more male dominated (**70% in 2022**)



## Median Bonus Gender Pay Gap

The median bonus figure fell to **17%** between genders for 2023. Bonuses for our teams are KPI driven (**56% in 2022**)



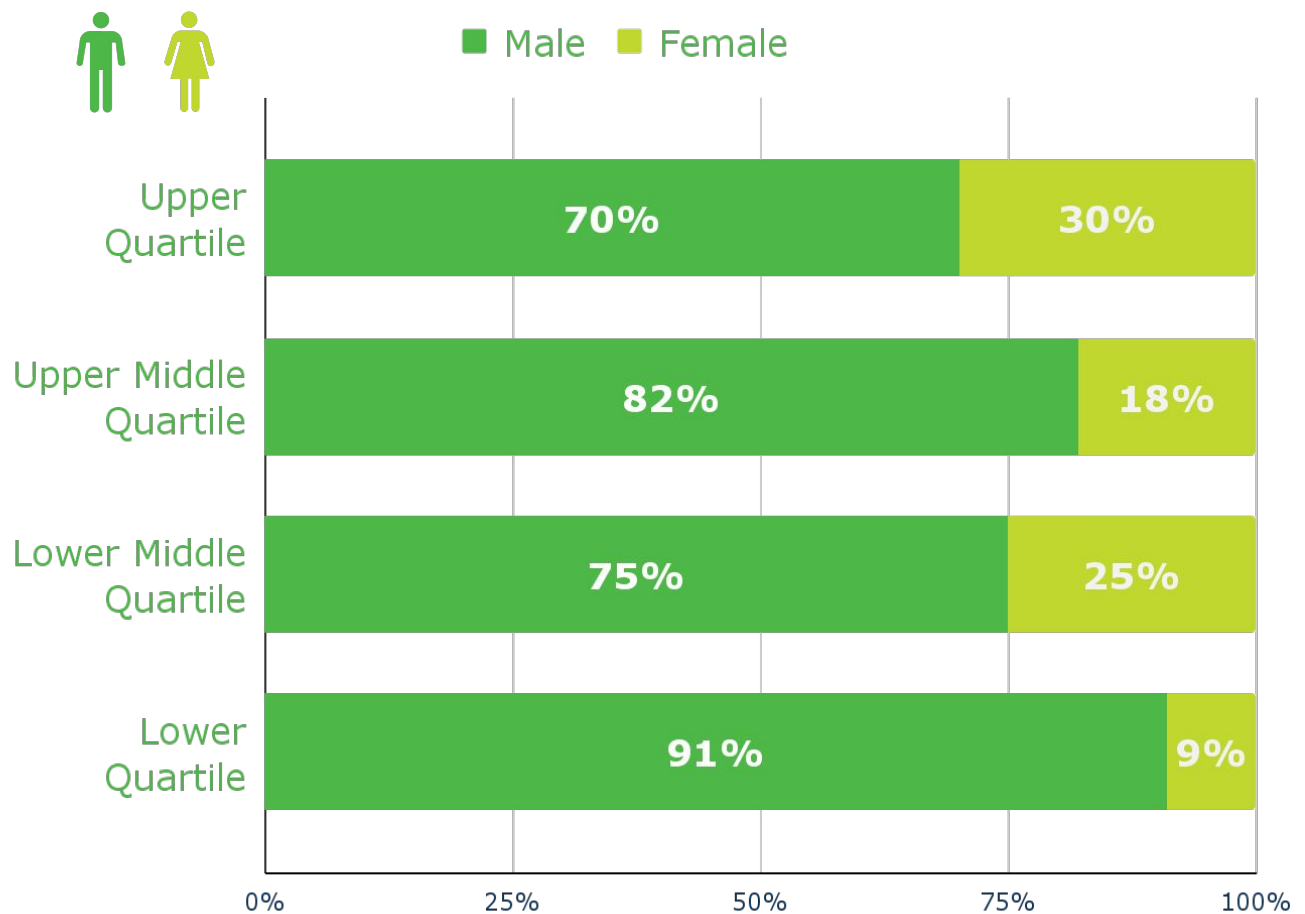
## Proportion of females receiving a bonus payment

The proportion of women receiving a bonus went up in 2023 to 80%, improving on the previous results (**44% in 2022**)



## Proportion of males receiving a bonus payment

89% of men received a bonus payment last year. This comes as there are proportionally more men employed in the teams which operate a quarterly bonus system (**72% in 2022**)



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 **minus seventeen percent (-17%)** and **eighteen percent (18%)** for 2023 respectively.

The mean bonus gender pay gap settled at **ten percent (10%)** whilst the median fell back to **seventeen (17%)**. All bonus payments are consistently subject to KPI achievements, with Gekko continuing to reward staff only based on individual performance and never on gender.

The information contained within this report is accurate.

Daniel Todaro  
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**gekko**

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