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## GENDER PAY GAP INFORMATION

As required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Hall & Pickles 1812 Limited can report the following calculations based on the snapshot date of 5 April 2022:-

- The mean hourly rate for women is 10.1% lower
- The median hourly rate for women is 7.9% higher
- The upper quartile comprises 85.1% men and 14.9% women
- The upper middle quartile comprises 83.8% men and 16.2% women
- The lower middle quartile comprises 91.0% men and 9.0% women
- The lower quartile comprises 86.6% men and 13.4% women
- The mean bonus payment for women is 73.0% lower
- The median bonus payment for women is 40.0% higher
- 52.8% of men received bonus pay
- 64.1% of women received bonus pay

The Company will continue to monitor its gender pay gap information and remains committed to a policy of equal opportunities for all employees.



Arnold Hillier, Chairman



Matthew Hall, C.E.O.