

# Pabulum Limited Gender Pay Gap Report 2019

The table below shows the mean and median average gender pay gap based on hourly rates of pay as at a snapshot date (5<sup>th</sup> April 2018). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5<sup>th</sup> April 2018.

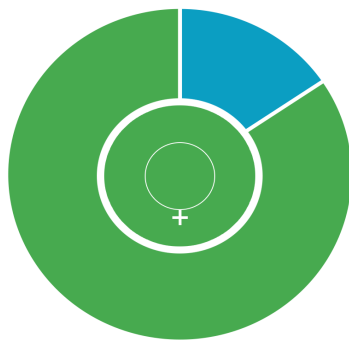
## Pay & Bonus Gap

The difference in the average hourly wage and bonus amount of all men and women across Pabulum.  
(Figures expressed as Male percentage greater than Female)

Type of Pay	Mean % (Average)	Median % (Middle)
Hourly Fixed Pay	39%	45%
Bonus Paid	63%	37%

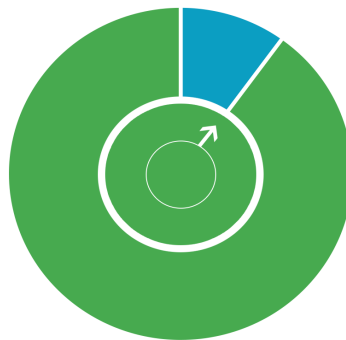
## Proportion of Employees Receiving a Bonus

The chart below shows the proportion of employees receiving a bonus.



### Female

14% Received a Bonus

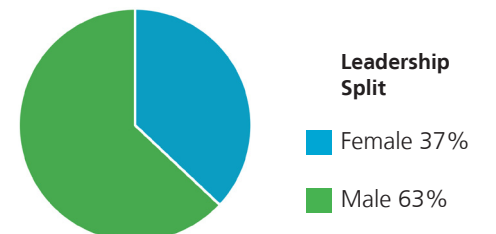
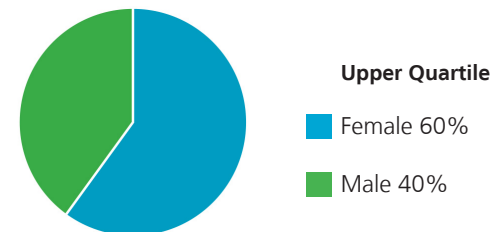
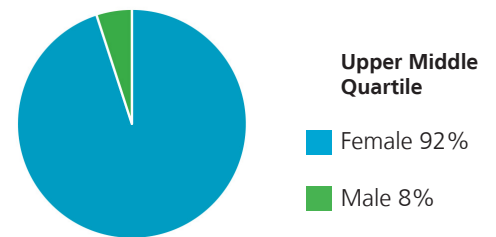
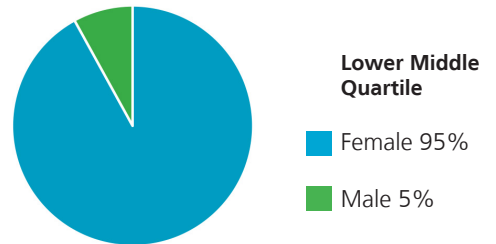
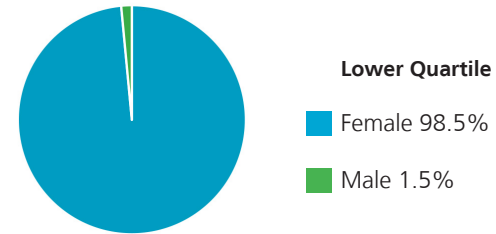


### Male

9% Received a Bonus

## Pay Quartiles

The graphic below shows the gender distribution at Pabulum across four quartiles. Each quartile contains 182 employees.



I confirm that the data in this report is accurate.

**Nelson Williams**  
Managing Director