

# Pabulum Limited Gender Pay Gap Report 2021

The table below shows the mean and median average gender pay gap based on hourly rates of pay as at a snapshot date (5th April 2020). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2020.

## Pay & Bonus Gap

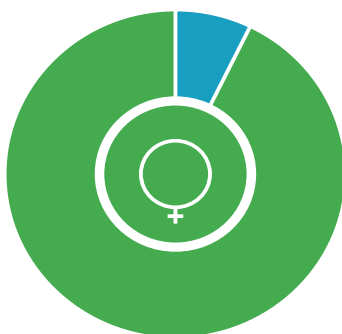
The difference in the average hourly wage and bonus amount of all men and women across Pabulum.

(Figures expressed as Male percentage greater than Female)

Type of Pay	Mean % (Average)	Median % (Middle)
Hourly Fixed Pay	27.89%	24.24%
Bonus Paid	-44.23%	-25%

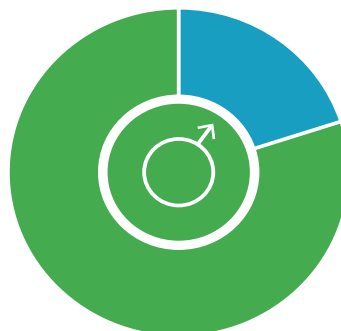
## Proportion of Employees Receiving a Bonus

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



### Female

- 7.41% Received a Bonus
- No Bonus



### Male

- 20% Received a Bonus
- No Bonus

At the date of the snapshot the majority of our workforce was on furlough therefore this may not be a true reflection of our gender pay gap for this period.

I confirm that the data in this report is accurate.

**Nelson Williams - Managing Director**

## Pay Quartiles

The graphic below shows the gender distribution at Pabulum across four quartiles. Each quartile contains 42 employees.

