

Pabulum Limited

Gender Pay Gap Report 2022

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 2021). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2021.

Pay & Bonus Gap

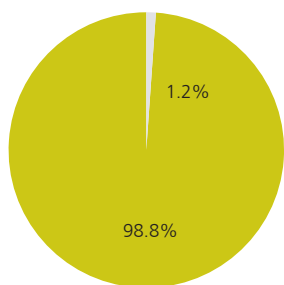
The difference in the average hourly wage and bonus amount of all men and women across Pabulum.

(Figures expressed as Male percentage greater than Female)

Type of Pay	Mean % (Average)	Median % (Middle)
Hourly Fixed Pay	37.95%	38.2%
Bonus Paid	64.66%	74.12%

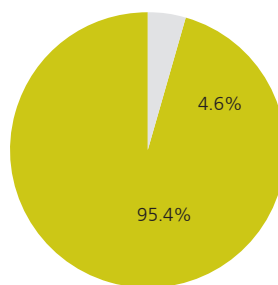
Proportion of Employees Receiving a Bonus

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



Female

1.2% Received a Bonus
98.8% No Bonus



Male

4.6% Received a Bonus
95.4% No Bonus

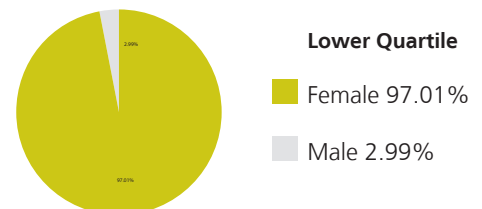
This report shows that the women's average hourly rate is lower than the men's however this can be accounted for as the majority of the workforce are female due to the nature of the business offering term time only work.

I confirm that the data in this report is accurate.

Nelson Williams - Managing Director

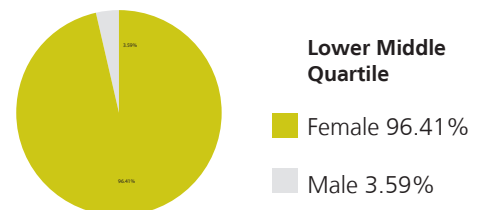
Pay Quartiles

The graphic below shows the gender distribution at Pabulum across four quartiles. Each quartile contains 167 employees.



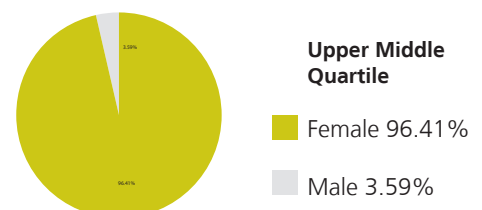
Lower Quartile

Female 97.01%
Male 2.99%



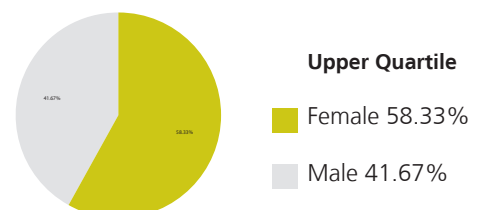
Lower Middle Quartile

Female 96.41%
Male 3.59%



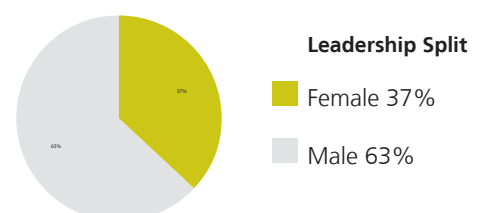
Upper Middle Quartile

Female 96.41%
Male 3.59%



Upper Quartile

Female 58.33%
Male 41.67%



Leadership Split

Female 37%
Male 63%