

Pabulum Limited

Gender Pay Gap Report 2023

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 2022). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2022.

Pay & Bonus Gap

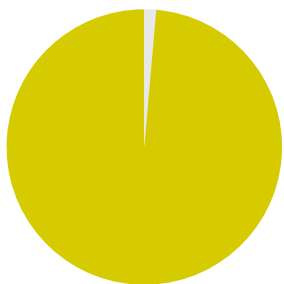
The difference in the average hourly wage and bonus amount of all men and women across Pabulum.

(Figures expressed as Male percentage greater than Female)

Type of Pay	Mean % (Average)	Median % (Middle)
Hourly Fixed Pay	37.95%	34.53%
Bonus Paid	10.11%	0%

Proportion of Employees Receiving a Bonus

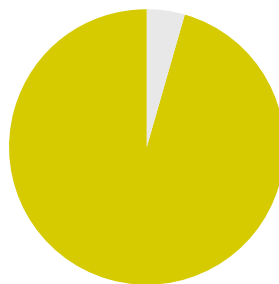
The chart below shows the proportion of employees receiving a bonus.



Female

1.78% Received a Bonus

No Bonus



Male

5.68% Received a Bonus

No Bonus

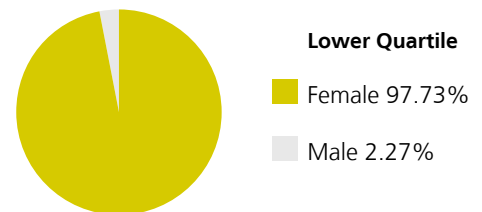
This report shows that the women's average hourly rate is lower than the men's however this can be accounted for as the majority of the workforce are female due to the nature of the business offering term time only work.

I confirm that the data in this report is accurate.

Nelson Williams - Managing Director

Pay Quartiles

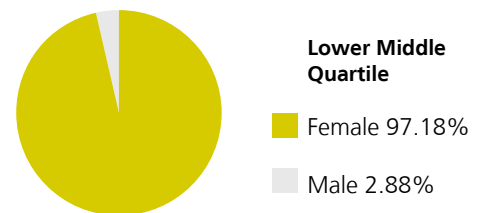
The graphic below shows the gender distribution at Pabulum across four quartiles. Each quartile contains 167 employees.



Lower Quartile

Female 97.73%

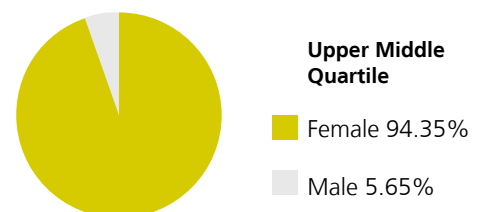
Male 2.27%



Lower Middle Quartile

Female 97.18%

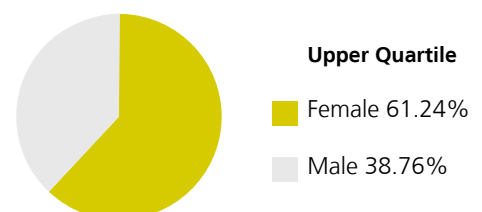
Male 2.88%



Upper Middle Quartile

Female 94.35%

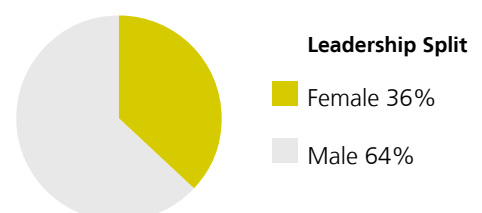
Male 5.65%



Upper Quartile

Female 61.24%

Male 38.76%



Leadership Split

Female 36%

Male 64%