



April 2020 submission

Breyer Group calculated data for a total of 328 workers of which 328 were categorized as “relevant employees” and used in the reporting of bonus pay gap statistics. 151 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.

1. The **mean gender pay gap** is 30.2%
2. The **median gender pay gap** 15.3%
3. The percentage of:
 - **male employees** receiving a bonus is 3.3%
 - **female employees** receiving a bonus is 0.0%
4. The **mean gender bonus gap** is 0%
5. The **median gender bonus gap** is 0%
6. The percentage of males and females in each pay quartile band is:

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	92.1%	7.9%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	71.1%	28.9%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	63.2%	36.8%
A	Includes all employees whose standard hourly rate places them in the lower quartile	62.2%	37.8%