

# Gender Pay Gap Extract Report

Snapshot Date : 05/04/2023

Description: April 23

Payrolls: Gant Uk Ltd (Head Office), Gant Uk Ltd (Retail)

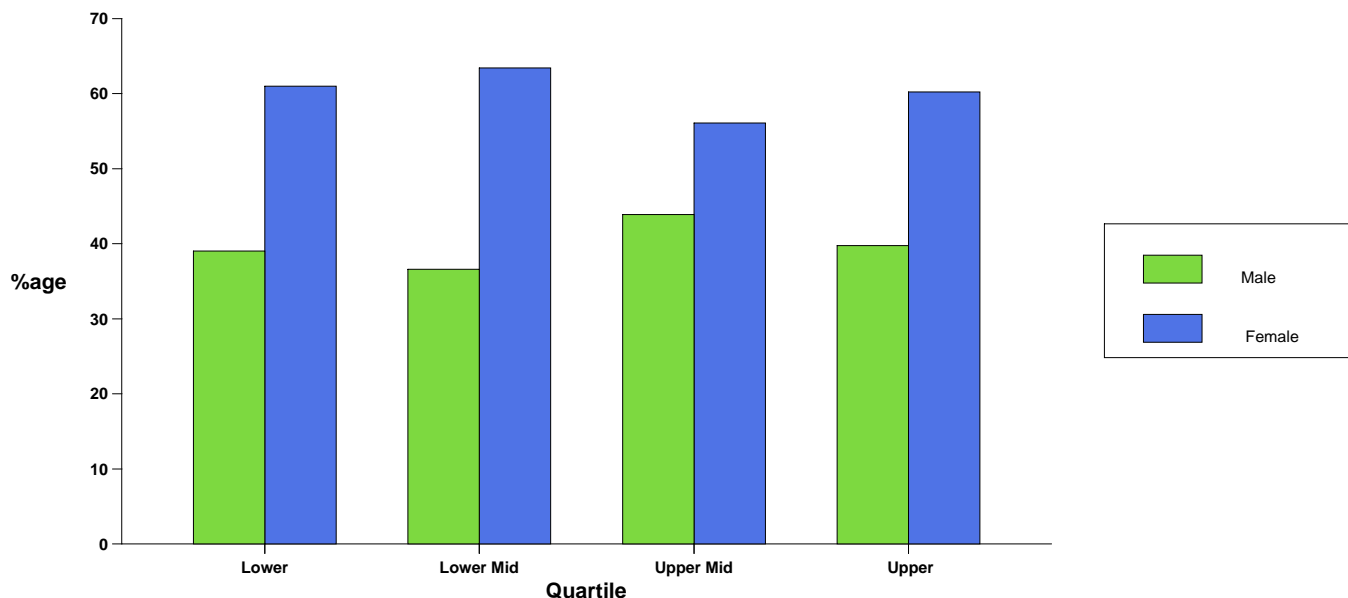
## Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	16.15	14.33	11.27%
Median	10.38	10.38	0.00%

## Hourly Rate Quartiles

Gender	Lower (82)		Lower Middle (82)		Upper Middle (82)		Upper (83)	
Male	32	39.02%	30	36.59%	36	43.90%	33	39.76%
Female	50	60.98%	52	63.41%	46	56.10%	50	60.24%

Proportion of male and female employees per quartile



## Bonus Gaps

	Male	Female	Percentage Difference
Mean	3,505.59	1,737.23	50.44%
Median	759.25	404.09	46.78%

## Bonus Proportions

Number of Males receiving bonus:	95 / 135
Proportion of Males receiving bonus:	70.37%
Number of Females receiving bonus:	145 / 212
Proportion of Females receiving bonus:	68.40%

## GANT UK Gender Pay Gap

We hereby publish the Gender Pay Gap information as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It should be noted that we have had to include in our formal report, senior company employees who are actually employed by our Swedish parent company but are resident in the UK and are therefore initially paid in the UK for PAYE purposes.

The inclusion of these employees, to comply with the legislation requirements, has had the effect of significantly exaggerating the pay gap as reported.



**Jenna John**  
People & Culture Director – GANT North