

Gender Pay Gap Report for Paratus AMC Limited - April 2023

In line with the statutory guidance, this information reports the gender pay gap as at April 2023, and the gender bonus gap information in respect of the 12 months preceding 5 April 2023. Since the last report was compiled, the gender pay gap median has continued to decrease and mean increased. The company recognises that there continues to be substantial room for improvement.

Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Pay Gap	31.2%	22.8%
Bonus Gap	52.0%	29.9%

Bonus/incentives Awards – proportion of staff

Men	Women
76.6%	88.5%

Gender Pay Quartiles

This is the gender split of employees by hourly pay rates in four equal quartiles.

Quartiles	Male		Female	
	No. of Employees	Percentage	No. of Employees	Percentage
Band A (<25%)	24	31.2%	53	68.8%
Band B (26%-50%)	29	37.7%	48	62.3%
Band C (51%-75%)	35	45.5%	42	54.5%
Band D (>76%)	49	63.6%	28	36.4%

I confirm the data reported is accurate to the best of our knowledge and independently calculated by a third party.

Signed



Hans Geberbauer
Chief Executive Officer

Notes-

Gender pay gap - this is the difference in average pay, at a specified date (snapshot), between male and female employees. For Paratus AMC this is the 'snapshot' date of 5th April each year
Gender bonus gap - this is the difference in payments made over the previous 12 months, of the snapshot date, between male and female staff.

This data is based on salary sacrifice where applicable.