

# Reconomy Gender Pay Gap

Reported 4<sup>th</sup> April 2019

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Our results for financial year 2017-2018 show positive improvement in both the mean hourly pay and mean bonus payments.

	Male	Female	Pay Gap (%)
<b>Mean Hourly Pay (£)</b>	17.66	11.88	32.7%
<b>Median Hourly Pay (£)</b>	13.68	10.19	25.5%
<b>Mean Bonus Payments (£)</b>	2,958.24	1,018.98	65.6%
<b>Median Bonus Payments (£)</b>	2,000.00	1,150.00	42.5%
<b>% Receiving Bonus Payments</b>	51.1%	41.4%	
<b>Gender Split Per Quartile (%)</b>			
<i>Lower Quartile</i>	31.7%	68.3%	
<i>Lower Middle Quartile</i>	38.3%	61.7%	
<i>Upper Middle Quartile</i>	59.0%	41.0%	
<i>Upper Quartile</i>	68.5%	31.5%	