

## Gender Pay Gap Report

As an employer of more than 250 staff, IrvinGQ has undertaken Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation.

We have appropriate policies in place to ensure that men and women are paid fairly and equally for the same or similar roles. Our data shows that our gender pay gap does not stem from paying men and women differently for the same work, rather the gender pay gap is the result of the different roles in which men and women work within the organisation.

### Pay Information

Difference in mean pay is 21.8%

Difference in median pay is 31.6%

### Bonus Payments

Proportion receiving a Bonus payment

**Male**  
95.2%

**Female**  
97.6%

Difference in mean bonus is 96.1%

Difference in median bonus is 0.0%

### Pay Quartiles

Bottom Quartile

**Male**  
19.7%

**Female**  
80.3%

2<sup>nd</sup> Quartile

57.7%

42.3%

3<sup>rd</sup> Quartile

68.1%

31.9%

Top Quartile

83.1%

16.9%

The data contained in this gender pay gap report is calculated based on a snapshot of our UK payroll employees on 5<sup>th</sup> April 2020.

I confirm the information published above is accurate.

Jon Powell  
President