



Gender Pay Report

Snapshot Date 5th April 2023

At Abel & Cole we believe strongly in job opportunities for everyone regardless of their gender. We are committed to balancing our gender representation and supporting all colleagues in the workplace.

Our Managing Director Hannah has progressed her career with us since joining us in 2006 as head of our customer service team. Under her leadership we're proud to say we are helping to develop some fantastic male and female leaders of the future. We encourage flexible working where possible and promote colleagues on merit regardless of gender and fully intend to keep up this great work.

Our Results:

Abel & Cole		Results 2023	Results 2024
Mean hourly pay gap		-5.16%	-6.11%
Median hourly pay gap		8.4%	5.24%
Mean bonus pay gap		-35.25%	-141.17%
Median bonus pay gap		14.97%	25.13%
Male receiving bonus pay		88.84%	94.51%
Females receiving bonus pay		83.87%	100.00%
Hourly pay quartiles			
Upper (highest paid)	Male	66.86%	59.12%
	Female	33.14%	40.88%
Upper middle	Male	72.09%	81.16%
	Female	27.91%	18.84%
Lower middle	Male	65.50%	71.53%
	Female	34.50%	28.47%
Lower (lowest paid)	Male	51.16%	53.28%
	Female	48.84%	46.72%

This statement has been reviewed and approved by Hannah Shipton, Managing Director, in May 2024.

Signed _____

Date _____