



Gender Pay Report

Snapshot Date 5th April 2024

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 2024	Results 2025
Mean hourly pay gap		-6.11%	-6.45%
Median hourly pay gap		5.24%	4.94%
Mean bonus pay gap		-141.17%	57.88%
Median bonus pay gap		25.13%	65.03%
Male receiving bonus pay		94.51%	54%
Females receiving bonus pay		100.00%	55%
Hourly pay quartiles			
Upper (highest paid)	Male	59.12%	61.65%
	Female	40.88%	38.35%
Upper middle	Male	81.16%	83.46%
	Female	18.84%	16.54%
Lower middle	Male	71.53%	69.70%
	Female	28.47%	30.30%
Lower (lowest paid)	Male	53.28%	55.64%
	Female	46.72%	44.36%

This statement has been reviewed and approved by Hannah Shipton, Managing Director, in March 2025

Signed _____

Date 27th March 2025