

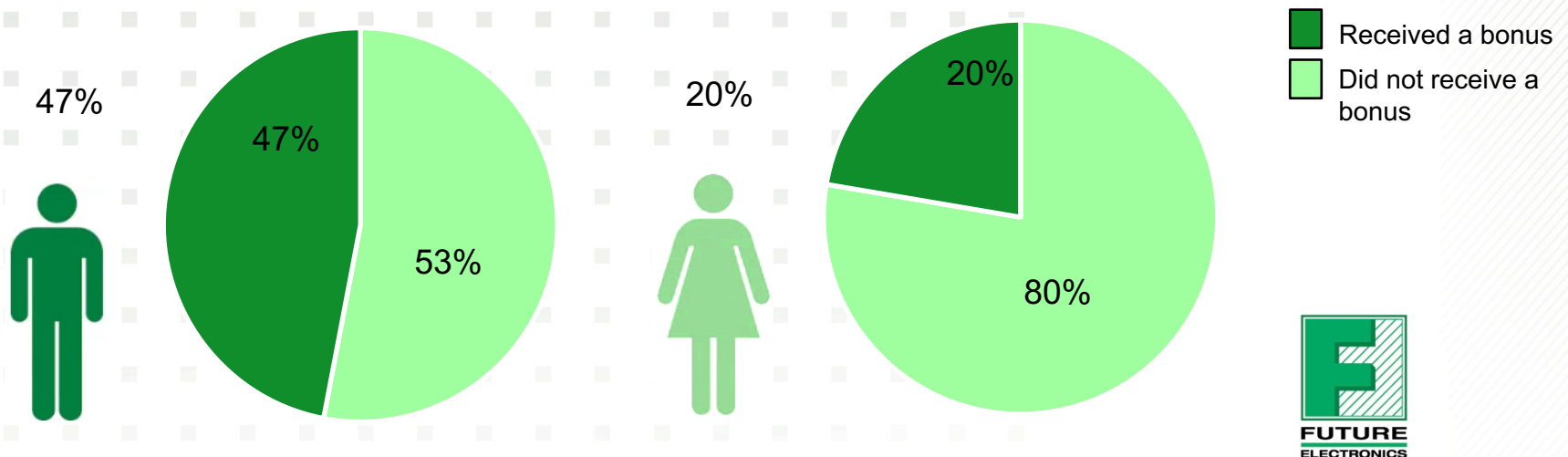
# OUR 2020 GENDER PAY GAP REPORT

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	20%	30%
Bonus paid	29%	79%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5<sup>th</sup> April 2020). It also captures the mean and median difference between bonuses paid to men and women at Future Electronics in the year up to 5<sup>th</sup> April 2020.

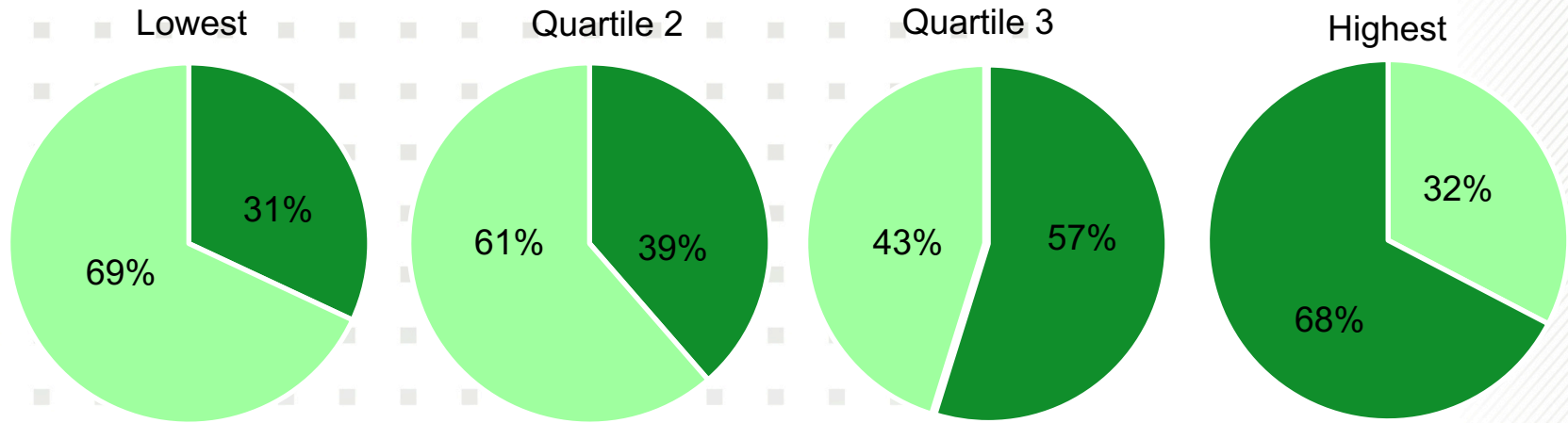
## Proportion of employees awarded a bonus for 2019/20



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## Pay Quartiles

The following graphs show the split between males and females in each quartile band of our snapshot pay distribution.



The figures in this report have been reached using the mechanisms that are set out in the gender pay gap reporting legislation, and I confirm that the data reported is accurate.



Gary Oliver, Director  
1<sup>st</sup> April 2021

