



## Gender Pay Report

Snapshot Date 5<sup>th</sup> 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 27<sup>th</sup> March 2025