

Gender Pay Gap Report

As an organisation with more than 250 employees, Educaterers Ltd is required to publish and report the following information:

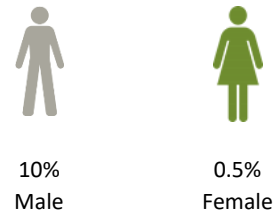
- Mean and median gender pay gap using hourly pay
- Mean and median gender pay gap using bonus pay
- Percentage of males and females receiving bonus pay
- Percentage of males and females in each hourly pay quarter

This report shows Educaterers Ltd gender pay gap as at the snapshot date of 05/04/2021.

Gender Pay Gap and Bonus Reporting

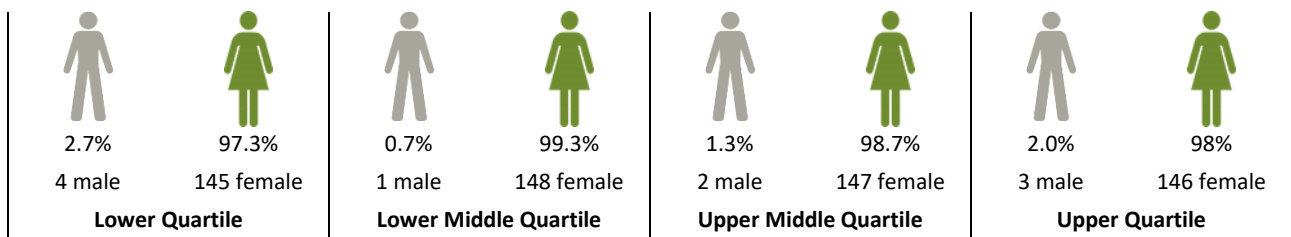
| | |
|-----------------------------|-------|
| Mean Gender Pay Gap | 26.5% |
| Median Gender Pay Gap | 0% |
| Mean Gender Bonus Pay Gap | 88.9% |
| Median Gender Bonus Pay Gap | 91.7% |

Percentage of male/female employees who received bonus pay



Females continue to make up the majority of our workforce including at Senior Management Team level. The mean gender pay gap at 26.5% has reduced by 1.3% from the data reported at 05/04/2020. Less than 1% of our workforce receive performance bonus payments, 1 male and 3 female. Any employees furloughed were paid at 100% of their salary.

Proportion by Pay Band Quartiles Reporting



Males and females enjoy the same rights and opportunities across our business. The gender pay is not the same as equal pay.

I confirm the data reported is accurate.

Wendy Matts

Wendy Matts

Associate Director of HR & People