

OUR 2020 GENDER PAY GAP REPORT

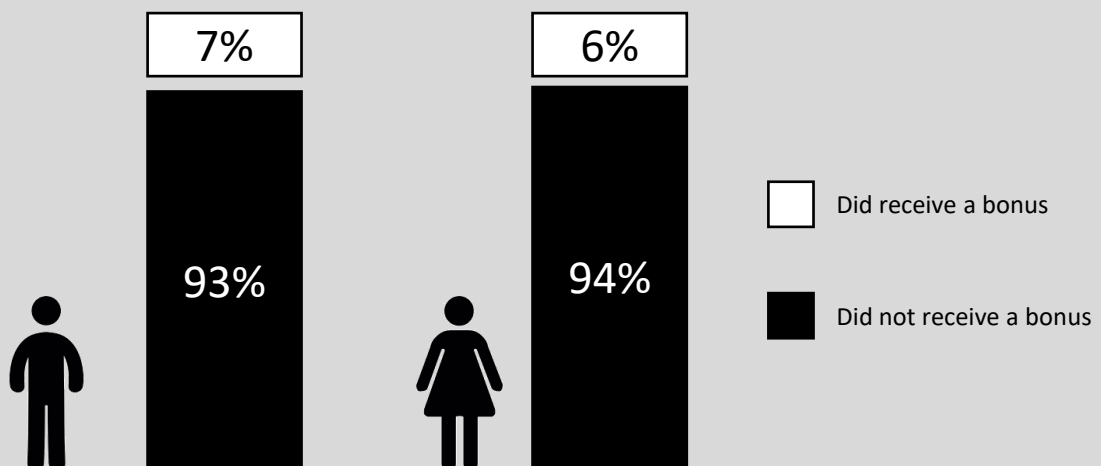
Vantec Europe Ltd, a company growing through diversity, creativity, mutual respect and trust.

DIFFERENCE BETWEEN MALE AND FEMALE

	Mean	Median
Hourly rate of pay	1.4%	-27.8%
Bonus	54.1%	29%

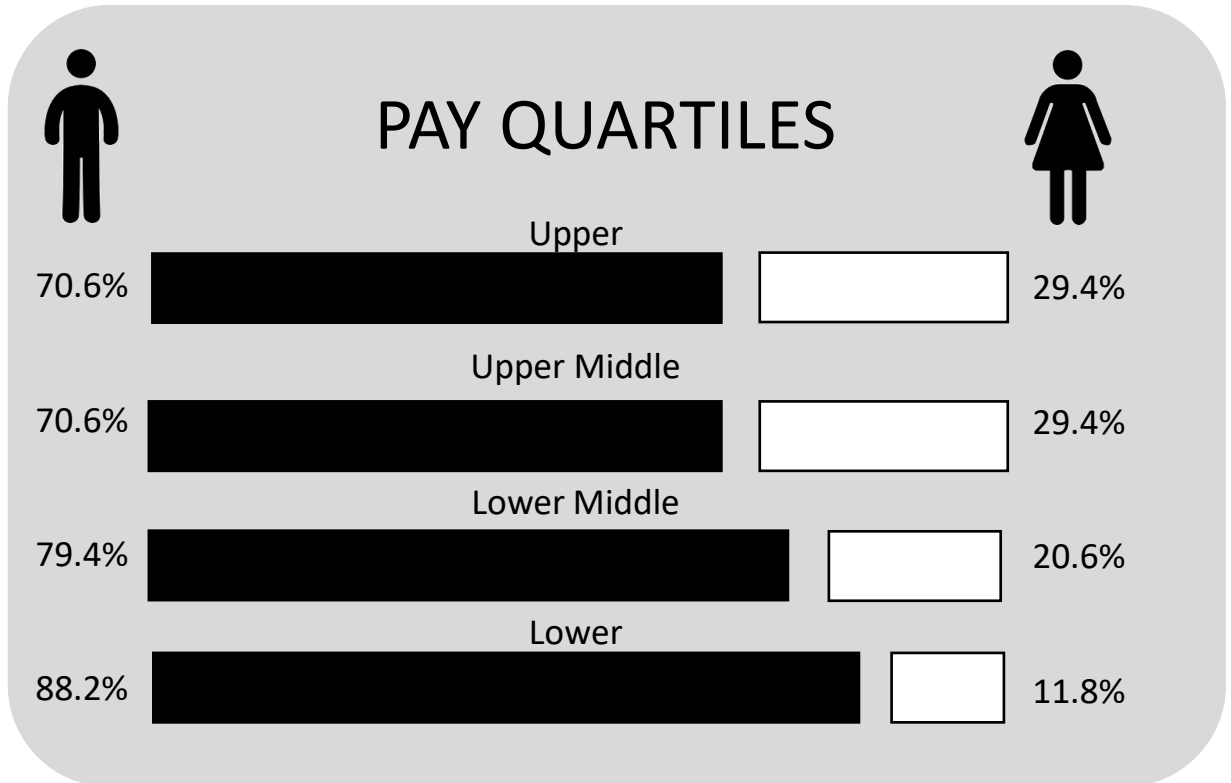
The figures above show our overall mean and median gender pay gap, based on the snapshot of data taken on the 5th April 2020. The minus figure indicates a positive situation in terms of female pay. It is worth noting the company have 90% of male employees.

PROPORTION OF EMPLOYEES WHO RECEIVED BONUS PAY DURING 2019



This shows that 1% more males received a bonus payment than females.

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The above image shows the gender distribution at Vantec Europe Limited across four equal pay quartiles. This indicates a dominant male presence within our sector of industry even with most males been Furloughed on the 5th April 2020 and excluded from this report.

We are confident that our male and female employees are paid equally for doing equivalent jobs across our business.

Diane Elgar, General Manager has signed a Statement of Accuracy, dated April 2021.