

# OUR 2021 GENDER PAY GAP REPORT

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

## DIFFERENCE BETWEEN MALE AND FEMALE

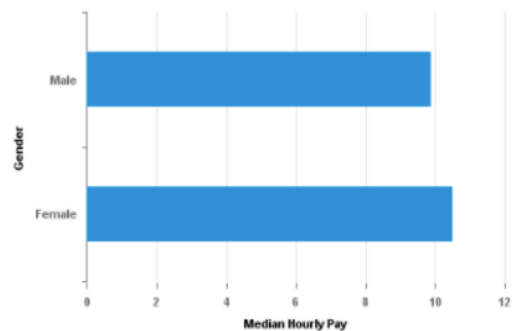
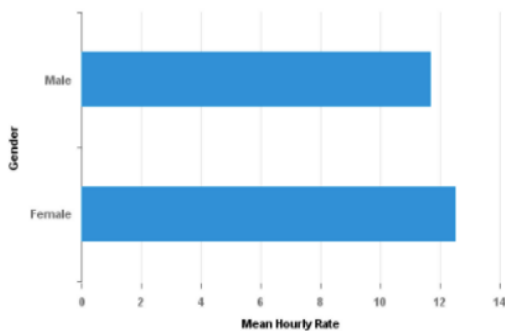
Women's hourly rate is

**-7.16%**

**HIGHER**  
(mean)

**-6.37%**

**HIGHER**  
(median)



The figures above show our overall mean and median gender pay gap, based on the snapshot of data taken on the 5<sup>th</sup> April 2021. The minus figure indicates a positive situation in terms of female pay. It is worth noting the company have 90% of male employees.

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## PROPORTION OF EMPLOYEES WHO RECEIVED BONUS PAY DURING 2020

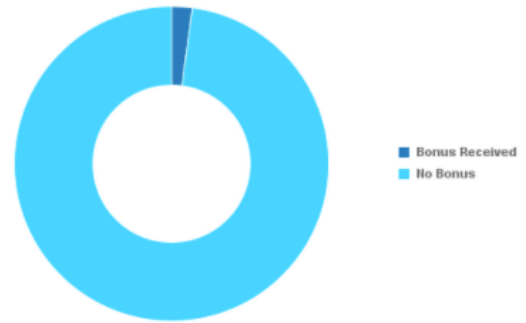
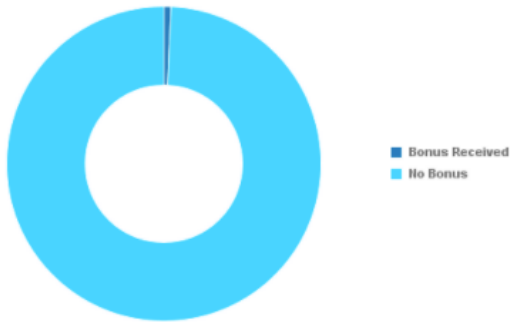
Who received bonus pay

**0.76%**

OF MEN

**2.13%**

OF WOMEN



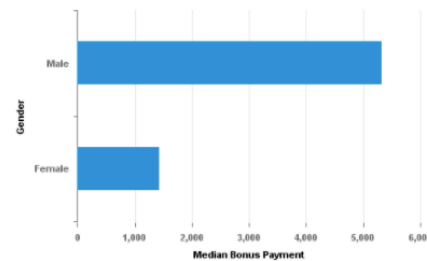
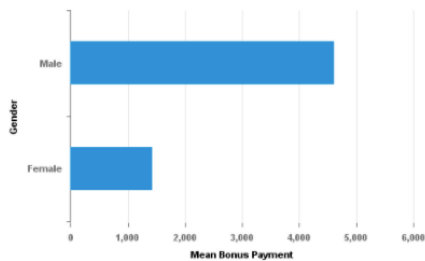
Women's bonus pay is

**69.32%**

LOWER  
(mean)

**73.47%**

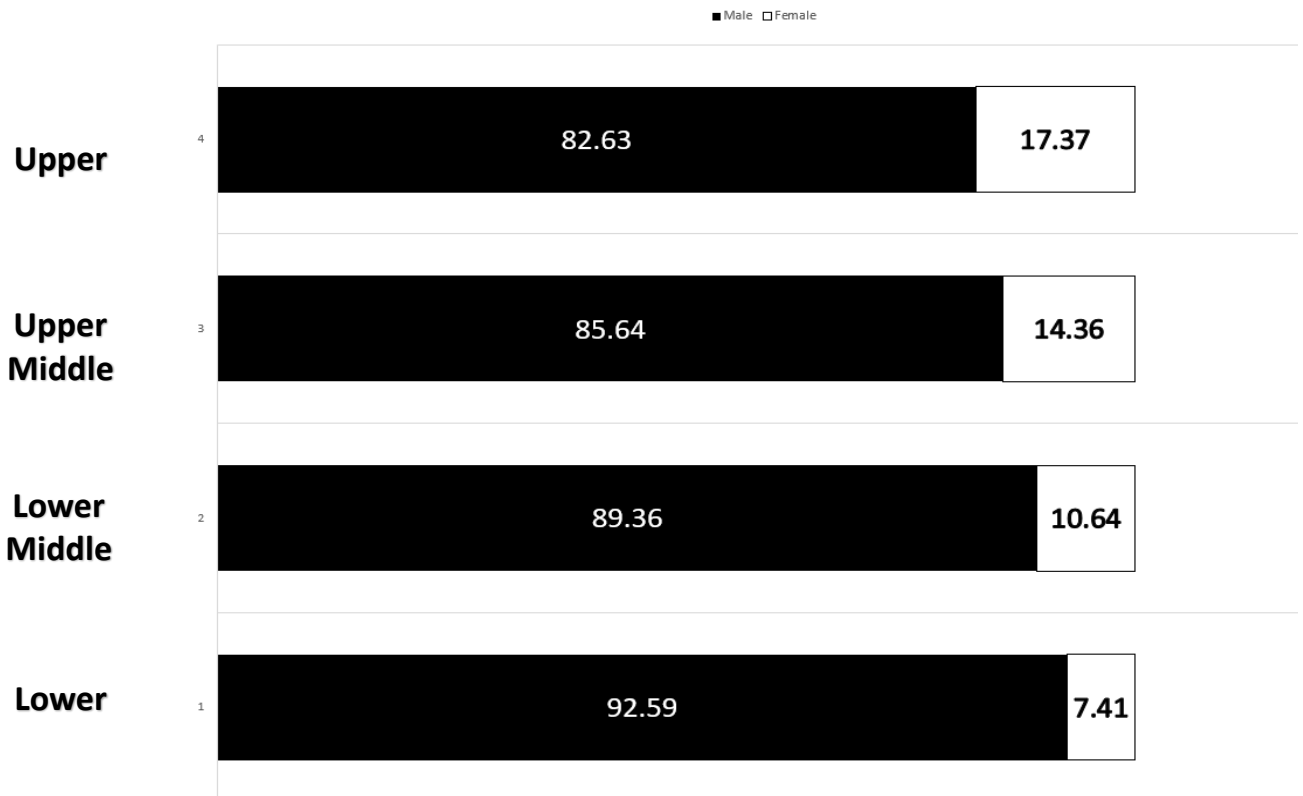
LOWER  
(median)



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

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The below image shows the gender distribution at Vantec Europe Ltd across four equal pay quartiles. This indicates a dominate male presence within our sector of industry.



**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 2022.**