



# GA BARNIE Group Ltd. - Gender Pay Gap Report

Annual Report as at 05 Apr 2020

Gender pay gap reporting		%
Mean gender pay gap - ordinary pay		10.30 <sup>1</sup>
Median gender pay gap - ordinary pay		24.37 <sup>2</sup>
Mean gender pay gap - bonus pay in the 12 months ending 05/04/2020		0 <sup>3</sup>
Median gender pay gap - bonus pay in the 12 months ending 05/04/2020		0 <sup>3</sup>
The proportion of male and female employees paid a bonus in the 12 months ending 05/04/2020	Male	0 <sup>3</sup>
	Female	0 <sup>3</sup>

Quartile <sup>4</sup>	Female %	Male %
First (lower)	20	80
Second	10	90
Third	5	95
Fourth (upper)	10	90

Confirmed as accurate by Alex Barnie, Managing Director – January 2021

<sup>1</sup> GA BARNIE Group Ltd. paid males a mean average 10.30% more than females at 05/04/2020

<sup>2</sup> GA BARNIE Group Ltd. paid males a median average of 24.37% more than females at 05/04/2020

<sup>3</sup> GA BARNIE Group Ltd. paid no bonuses during the payroll year ending 05/04/2020

<sup>4</sup> Employees were ranked from highest to lowest paid and divided into 4 equal quartiles. This table indicates the proportion of females and males in each.