

# Gender Pay Gap

Reporting Year 2021/2022

HMRC REPORTING YEAR - 2021/2022					
		<b>Key:</b>			
Snapshot Date: 5 April 2021		Males			
Bonus Dates: 6 April 2020 to 5 April 2021		Females			
Reporting Requirement		Essentra Components Ltd			
		Q1 (LQ)	Q2 (LMQ)	Q3 (UMQ)	Q4 (UQ)
% of men and women in each hourly pay quartertile.		68%	74%	64%	78%
		32%	26%	36%	22%
Average gender pay gap in hourly pay as a percentage of men's pay. This means that using the mean average women are paid 10.7% less than men.		10.7%			
% of men and women who received bonus pay. The results show that 96% of men and 93% of women received a bonus.		96%		93%	
Average gender bonus pay gap. This means that, using the mean (average), women are paid 27.2% less in bonus pay than men.		27.2%			