



# Hallmark Cards

RESTATED GENDER PAY  
GAP REPORT STATISTICS  
2021

# Hallmark Gender Pay Report 2021

The calculation of Hallmark's Gender Pay Report statistics for 2022 was performed in-house, having previously been supplied by an external organisation. The in-house team uncovered the following issues with the 2021 calculations during their calibration work;

- Two employees were included as 'full pay relevant employees' when they should not have been;
- Six employees were not included as 'full pay relevant employees' when they should have been;
- Some other small differences arose from an improved method for capturing hours worked by hourly paid employees. Calculation of these hours as stipulated by the government guidance is complicated - we are confident the new method follows the guidelines.

As a result of these anomalies, three of the mandatory figures reported require restatement and are shown overleaf. The rest, relating to bonuses, remain unchanged.



## Restated 2021 Figures

	Reported		Restated	
	2021	vs 2020	2021	vs 2020
Mean Hourly pay gap	25.1%	(-8.9%)	28.2%	(-5.8%)
Median Hourly pay gap	17.7%	(-4.0%)	22.6%	+0.9%

Hourly pay quartiles	Reported		Restated	
	Male	Female	Male	Female
Upper	29.5%	70.5%	33.5%	66.5%
Upper Middle	15.3%	84.7%	12.8%	87.2%
Lower Middle	7.7%	92.3%	10.9%	89.1%
Lower	9.3%	90.7%	4.4%	95.6%

