

OH POLLY LTD  
**GENDER PAY GAP  
STATEMENT**

2022

## BACKGROUND

At Oh Polly we are committed to supporting and promoting equality, diversity and inclusion. We continually work towards creating an inclusive environment where everyone is treated equally and differences respected and celebrated.

This report covers the 2021-2022 reporting cycle, using a snapshot data as of 5th April 2022.

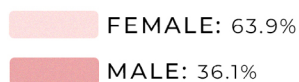
## UNDERSTAND *the Gender Pay Gap*

The difference in average salary between men and women is represented by the gender pay gap. Men benefit from a +, or positive pay difference, while women benefit from a -, or negative pay gap.

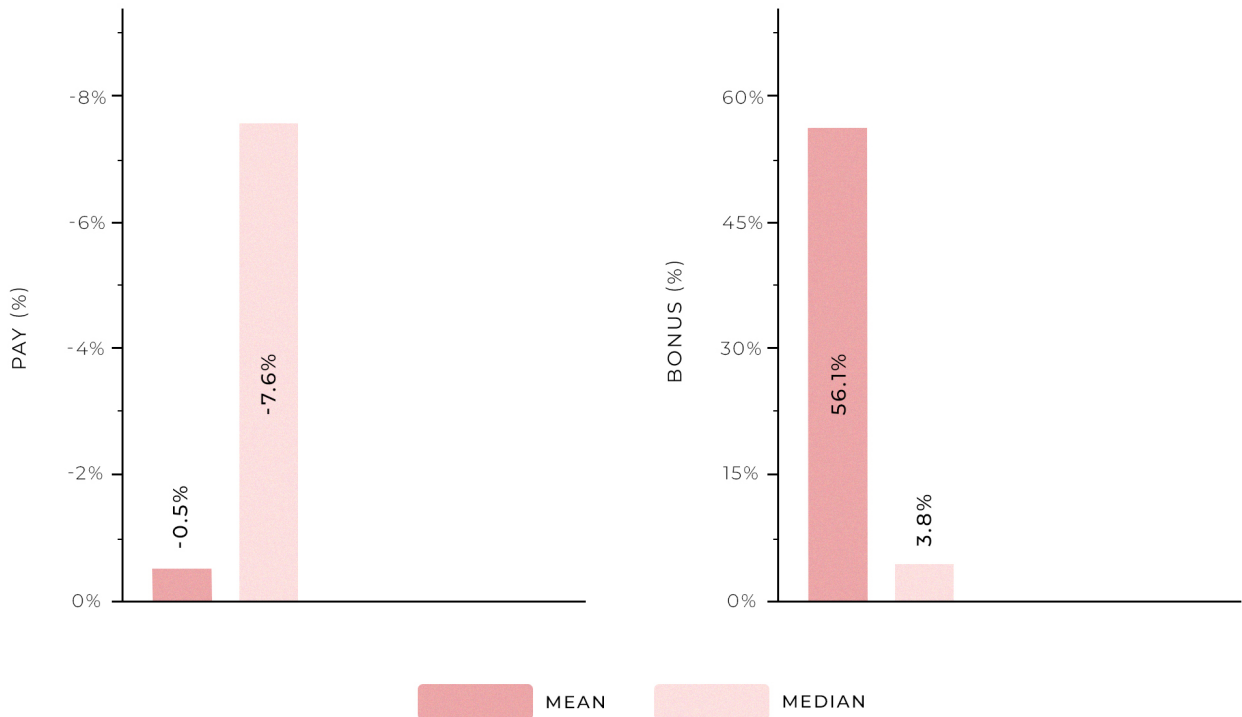
Equal pay, which refers to how much men and women are paid for comparable or identical occupations or work of equal value, is not measured by the gender pay gap.

## THE COMPOSITION *of our Employees*

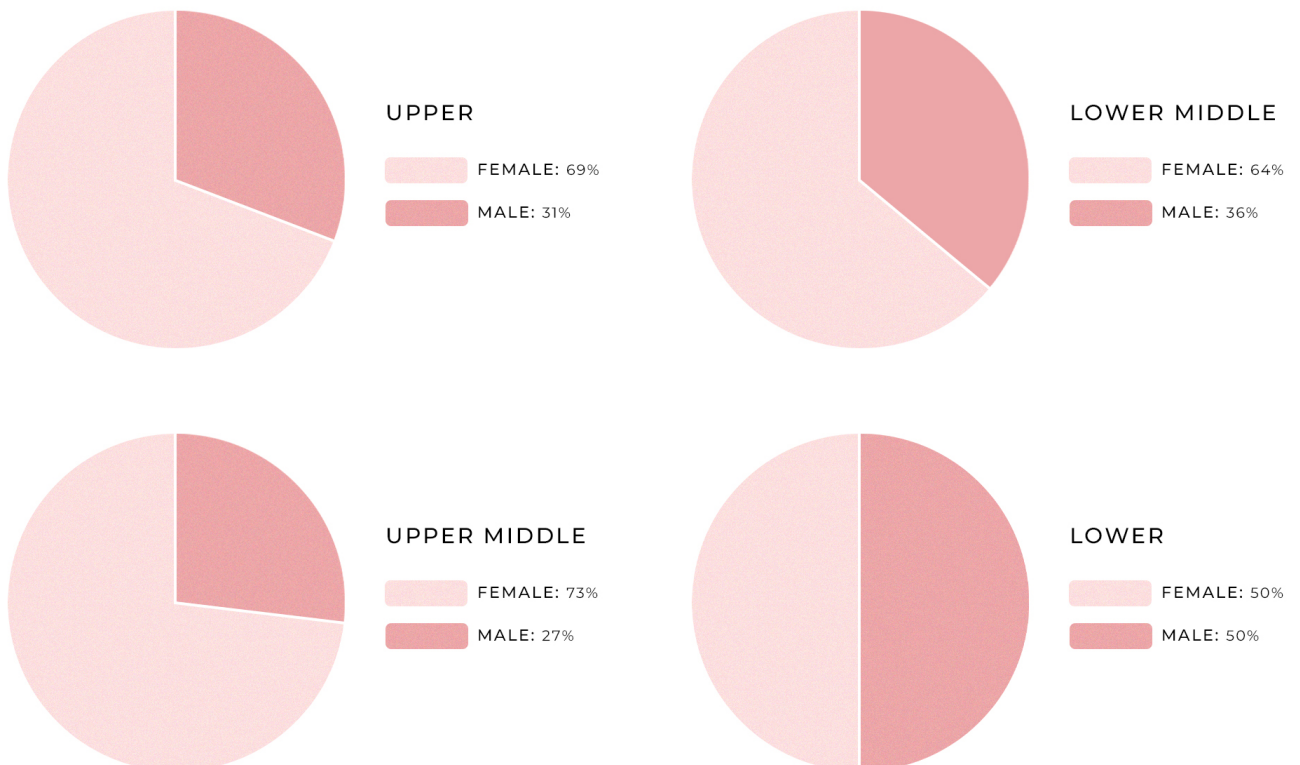
### ALL EMPLOYEES



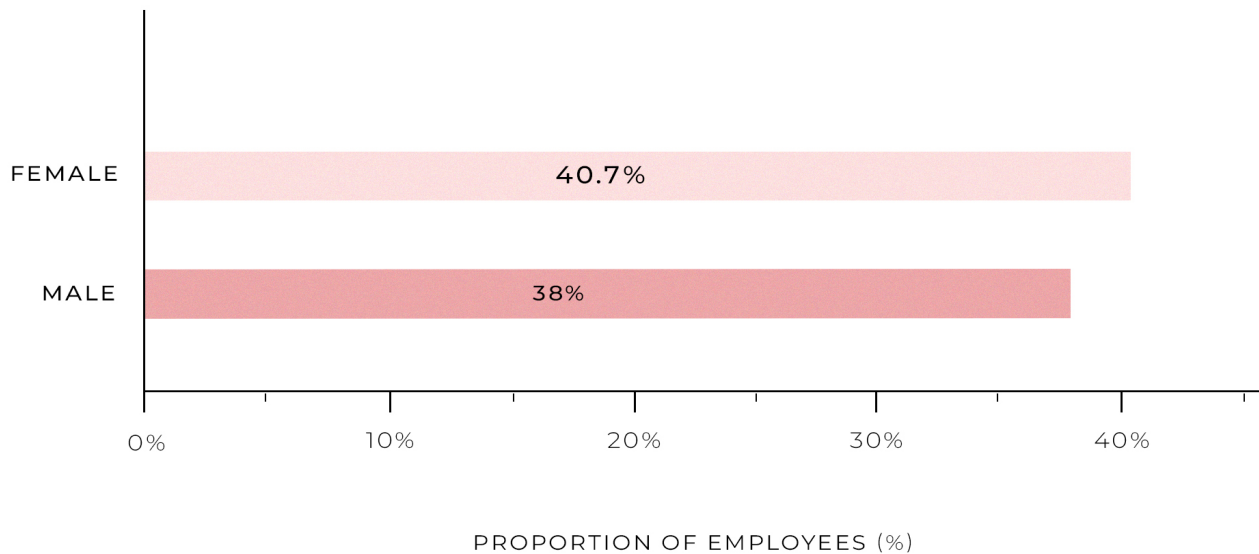
## GENDER PAY GAP



## PAY QUARTILES



## PROPORTION OF EMPLOYEES *Receiving a Bonus*



## ADDRESSING OUR *Gender Pay Differences*

The company is pleased with the results compared to the national average. The company is always looking to improve and a new bonus scheme is being introduced in 2023.

### Statement of accuracy

We confirm the data is accurate and meets the requirements of the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

**Michael Branney - Managing Director**