

OH POLLY LTD
**GENDER PAY GAP
STATEMENT**

2023

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 2022-2023 reporting cycle, using a snapshot data as of 5th April 2023.

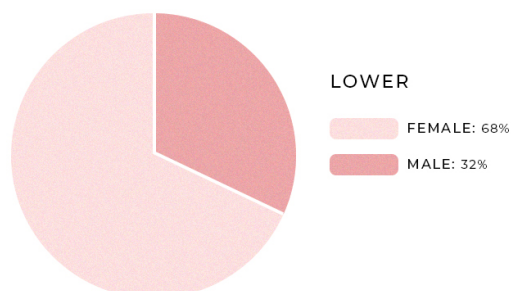
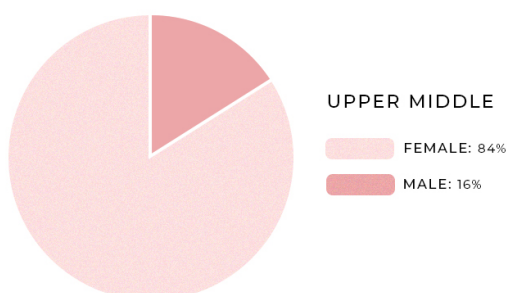
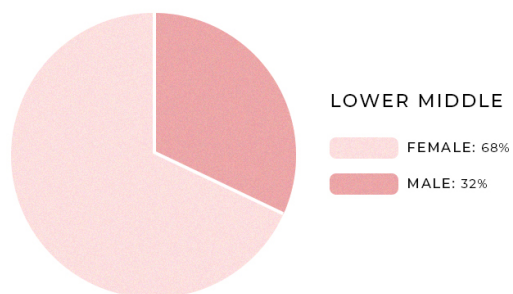
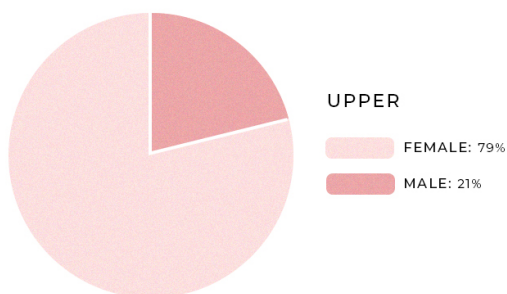
UNDERSTAND *The Gender Pay Gap*

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.

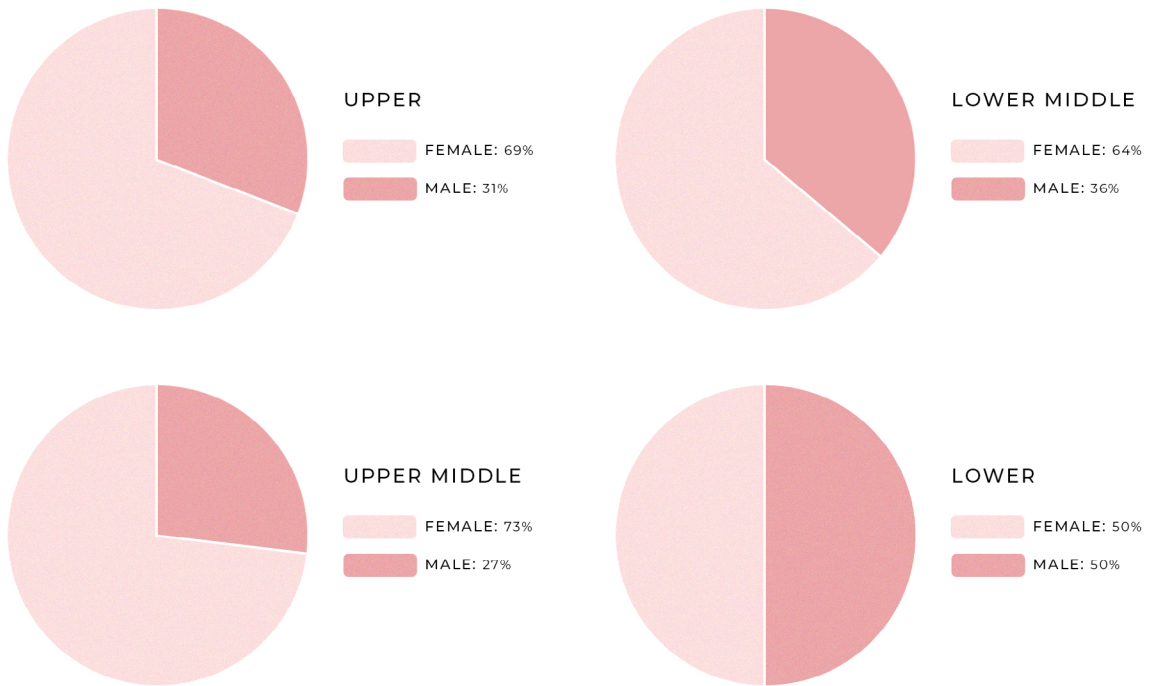
Equal pay, which refers to how much men and women are paid for comparable or identical occupations or work of equal value, is not measured by the gender pay gap.

PAY QUANTILES *2023 vs 2022*

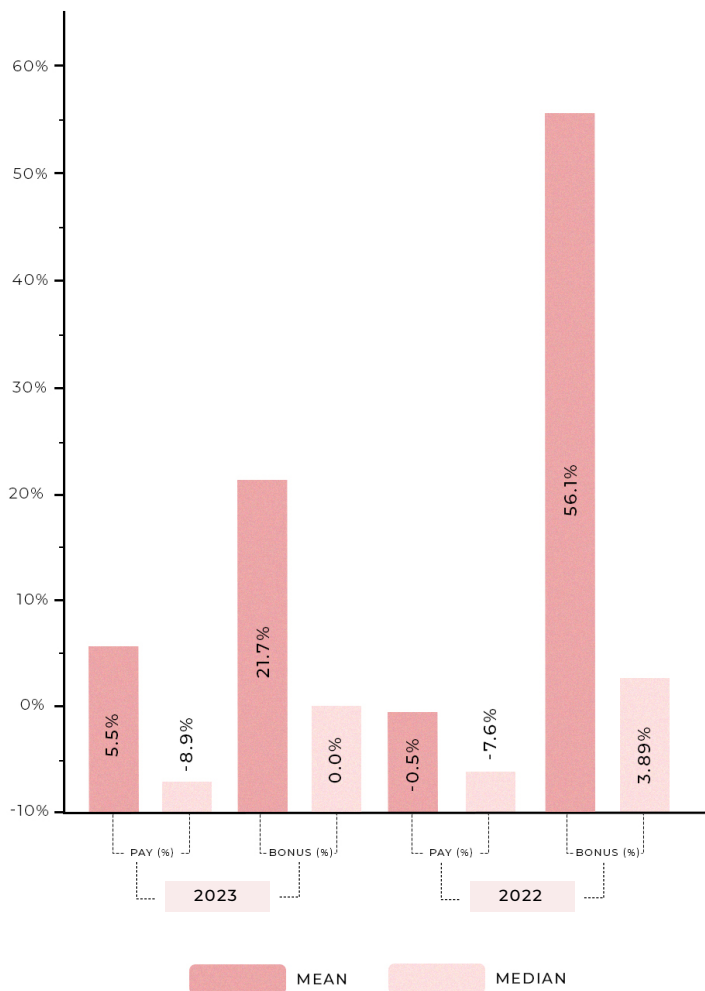
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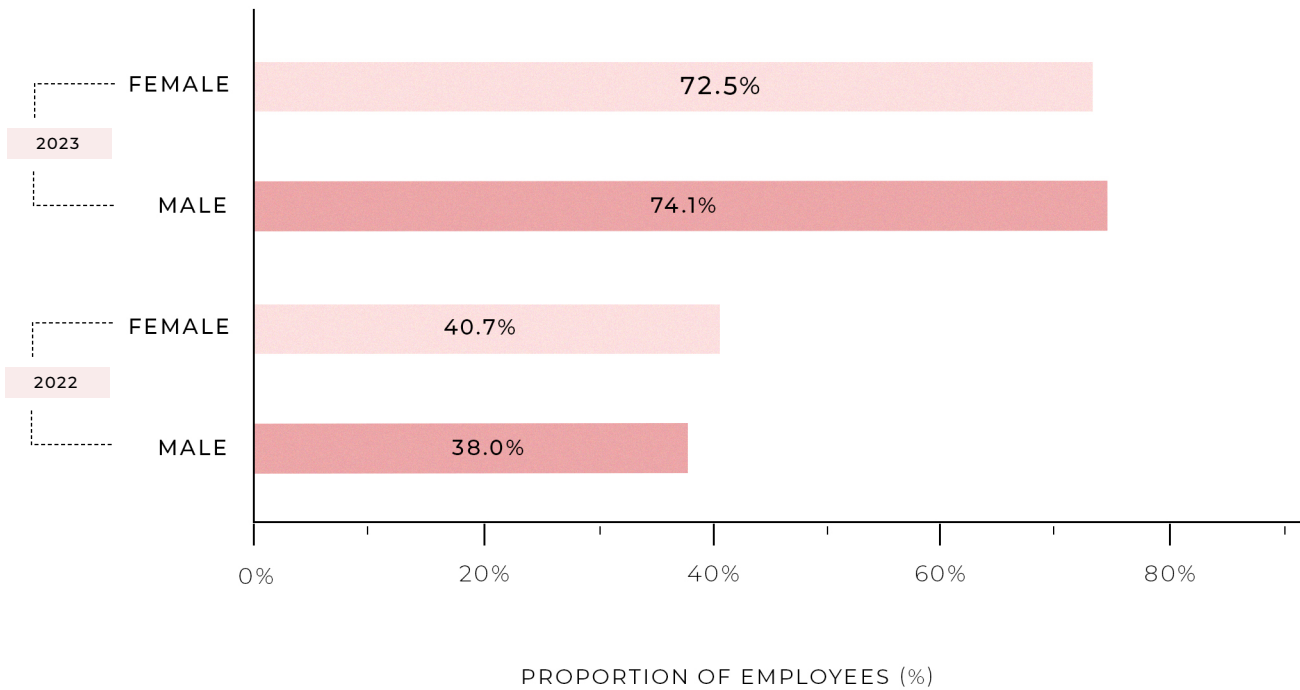
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GENDER PAY GAP 2023 vs 2022



PROPORTION OF EMPLOYEES *Receiving a Bonus* - 2023 vs 2022



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 was introduced for the 2024 financial year.

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