

# All Square Ltd gender pay gap report and data 2017

Summary: Data on the difference in employees' average earnings from April 2016 to March 2017

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 31 March 2017. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Our Gender Pay Gap findings are as below;

## Gender Pay Gap Data

Difference in mean hourly rate of pay	5.2%	
Difference in median hourly rate of pay	0%	
Difference in mean bonus pay	0%	
Difference in median bonus pay	0%	
Percentage of employees who received bonus pay	Male 0%	Female 0%
Employees by pay quartile	Male	Female
Upper quartile	47.5%	52.5%
Upper middle quartile	48.1%	51.9%
Lower middle quartile	40.4%	59.6%
Lower quartile	37%	63%