



GENDER PAY REPORT 2019 – COMPANY STATEMENT

All UK companies with 250 or more employees are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sapphire Accounting is publishing its 2019 annual Gender Pay Gap Report for its legal entities that employ more than 250 employees.

This involves companies analysing pay data and carrying out six calculations that show the difference between the average earnings of men and women in our company.

RESULTS & FINDINGS

1	Difference in Hourly Rate of pay - Mean	-0.5%	
2	Difference in Hourly Rate of pay - Median	0%	
3	Difference in Bonus pay - Mean	0%	
4	Difference in Bonus pay - Median	0%	
5	Proportion of Males & Females who received Bonus pay	Male - 0%	Female - 0%
6	Proportion of Males & Females according to pay quartile bandings	Male	Female
	Upper Quartile	59.3%	40.7%
	Upper Middle Quartile	56.7%	43.3%
	Lower Middle Quartile	59.7%	40.3%
	Lower Quartile	68.5%	31.5%