

GEM PARTNERSHIP LIMITED							
Snapshot Date used Week 51 Payroll 2024/2025							
Gender Pay Reporting Summary					MEN		WOMEN
Mean Hourly Rate of Pay full pay employees					12.65		12.68
Mean Gender Pay Gap				%	-0.24		
Median Hourly Rate of Pay full pay employees					11.44		11.44
Median Gender Pay Gap				%	0.00		
Mean Bonus Pay					2612.30		2231.80
Mean Bonus Pay Gap				%	14.57		
Median Bonus Pay					2295.00		450.00
Median Bonus Pay Gap				%	80.39		
Proportion of Men and Women Paid Bonus					39.39		60.61
Bonus Gap				%	-53.87		
Quartile A				%	76.38		23.62
Quartile B				%	79.92		20.08
Quartile C				%	75.98		24.02
Quartile D				%	83.46		16.54