



GA Barnie Group Ltd. - Gender Pay Gap Report

Annual Report as at 04 Apr 2022

| Gender pay gap reporting | | % |
|---|--------|--------------------|
| Mean gender pay gap - ordinary pay | | 7.48 ¹ |
| Median gender pay gap - ordinary pay | | 27.70 ² |
| Mean gender pay gap - bonus pay in the 12 months ending 04/04/2022 | | 0 ³ |
| Median gender pay gap - bonus pay in the 12 months ending 04/04/2022 | | 0 ³ |
| The proportion of male and female employees paid a bonus in the 12 months ending 04/04/2022 | Male | 0 ³ |
| | Female | 0 ³ |

| Quartile ⁴ | Female % | Male % |
|-----------------------|----------|--------|
| First (lower) | 15 | 85 |
| Second | 11 | 89 |
| Third | 4 | 96 |
| Fourth (upper) | 5 | 95 |

Confirmed as accurate by Alex Barnie, Managing Director – January 2023

¹ GA Barnie Group Ltd. paid males a mean average 7.48% more than females at 04/04/2022

² GA Barnie Group Ltd. paid males a median average of 27.70% more than females at 04/04/2022

³ GA Barnie Group Ltd. paid no bonuses during the payroll year ending 04/04/2022

⁴ Employees were ranked from highest to lowest paid and divided into 4 equal quartiles. This table indicates the proportion of females and males in each.