



## GA Barnie Group Ltd. - Gender Pay Gap Report

Annual Report as at 03 Apr 2023

Gender pay gap reporting		%
Mean gender pay gap - ordinary pay		13.16 <sup>1</sup>
Median gender pay gap - ordinary pay		18.59 <sup>2</sup>
Mean gender pay gap - bonus pay in the 12 months ending 03/04/2023		0 <sup>3</sup>
Median gender pay gap - bonus pay in the 12 months ending 03/04/2023		0 <sup>3</sup>
The proportion of male and female employees paid a bonus in the 12 months ending 03/04/2023	Male	0 <sup>3</sup>
	Female	0 <sup>3</sup>

Quartile <sup>4</sup>	Female %	Male %
First (lower)	12	88
Second	15	85
Third	5	95
Fourth (upper)	4	96

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

<sup>1</sup> GA Barnie Group Ltd. paid males a mean average 13.16% more than females at 03/04/2023

<sup>2</sup> GA Barnie Group Ltd. paid males a median average of 18.59% more than females at 03/04/2023

<sup>3</sup> GA Barnie Group Ltd. paid no bonuses during the payroll year ending 03/04/2023

<sup>4</sup> 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.