



## GENDER PAY GAP REPORTING

**Companies with 250 or more employees in the UK are required to publish information about their gender pay gap as at 05 April each year.**

The gender pay gap is the percentage difference between men and women's average hourly earning. The ONS reports that the overall UK gender pay gap is currently 14.9%. This is not necessarily an indication of gender discrimination as the data reflects the average earnings of all male and female employees irrespective of their role and seniority.

The gender pay legislation requires us to publish the following measures:

- The percentage gap in mean and median pay between men and women based on their average hourly pay rate in the period covering 05 April.
- The percentage gap in mean and median bonus paid to men and women in the twelve months preceding 05 April.
- The proportion of men and women who were paid a bonus.
- The proportion of men and women in each pay quartile.

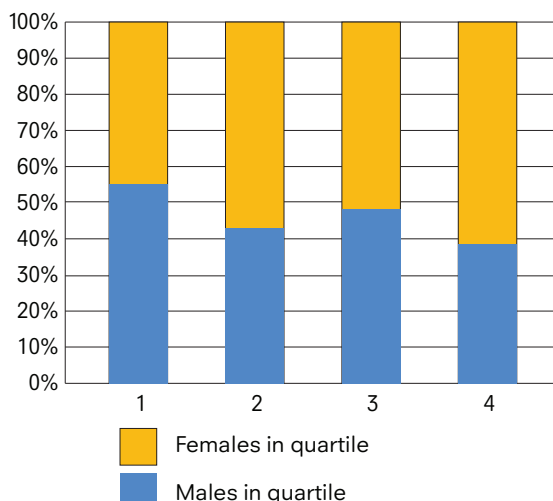




## THE FIGURES FOR REGATTA LTD AS AT 5TH APRIL 2022 WERE:

This report is on our gender pay gap as of 05 April 2022.

Percentage of men and women in each pay quartile



- The Regatta mean pay gap percentage as at 05 April 2022 was 12.5%, improving from 14.9% in 2021. The median pay gap percentage was 2.2%, improving from 2.5% the previous year.

- 8 out of the top 20 salaried people were women, and 46% of the top quartile were women.

- With regards to bonus payments, the mean gap was 63%. This is primarily a reflection of the current gender mix in our sales teams, which have a sales related bonus scheme. The median gap in bonus was much lower at 5.9%.

We will continue to strive for further improvements in terms of gender pay and diversity, focusing on ensuring a fair, open, diverse and empowering workplace with opportunities for all our talented people.

I confirm that the data published in the report is accurate.

**Dr Orla Flynn**  
Chief Operating Officer