

TANVIC GROUP LIMITED

GENDER PAY GAP DATA

	<u>to 5th APRIL 2021</u>		<u>to 5th APRIL 2020</u>		<u>to 5th APRIL 2018</u>	
1). Difference in Mean Hourly Rate of Pay	-1.8%		0.9%		-1.1%	
2). Difference in Median Hourly Rate of Pay	6.0%		7.2%		-3.9%	
3). Difference in Mean Bonus Pay	27.8%		3.2%		11.1%	
4). Difference in Median Bonus Pay	-33.0%		34.6%		16.4%	
5). Percentage of employees who received Bonus Pay	Male	Female	Male	Female	Male	Female
	69.6%	48.6%	62.2%	38.9%	72.8%	32.4%
6). Employees by Pay Quartile	Male	Female	Male	Female	Male	Female
Upper Quartile	86.7%	13.3%	90.8%	9.2%	85.5%	14.5%
Upper Middle Quartile	95.6%	4.4%	94.9%	5.1%	90.9%	9.1%
Lower Middle Quartile	93.3%	6.7%	90.9%	9.1%	90.9%	9.1%
Lower Quartile	83.1%	16.9%	86.7%	13.3%	88.2%	11.8%