

Tanvic Group Ltd Gender Pay Gap

	to 5th April 2026	
1) Difference in Mean Hourly Rate of Pay	-4.9%	
2) Difference in Median Hourly Rate of Pay	1.3%	
3) Difference in Mean Bonus Pay	-33.6%	
4) Difference in Median Bonus Pay	20.0%	
5) Percentage of employees who received Bonus Pay	Male	Female
	63.1%	20.0%
6) Employees by Pay Quartile		
Upper Quartile	92.3%	7.7%
Upper Middle Quartile	92.4%	7.6%
Lower Middle Quartile	92.4%	7.6%
Lower Quartile	91.1%	8.9%