

Tanvic Group Ltd

Gender Pay Gap

to 5th April 2025

1) Difference in Mean Hourly Rate of Pay	-4.8%	
2) Difference in Median Hourly Rate of Pay	-4.0%	
3) Difference in Mean Bonus Pay	47.8%	
4) Difference in Median Bonus Pay	-118.0%	
5) Percentage of employees who received Bonus Pay	Male	Female
	53.4%	23.1%
6) Employees by Pay Quartile		
Upper Quartile	91.3%	8.8%
Upper Middle Quartile	90.0%	10.0%
Lower Middle Quartile	97.5%	2.5%
Lower Quartile	88.8%	11.3%