

Product Perceptions Limited

Gender Pay Gap Reporting

April 2019

Average gender pay gap as a mean average	4.2%
Average gender pay gap as a median average	0.0%
Average bonus gender pay gap as a mean average	0.0%
Average bonus gender pay gap as a median average	0.0%
proportion of males receiving a bonus and proportion of females receiving a bonus	
Men	0%
Women	0.6%
proportion of males and females when divided into 4 groups ordered from lowest to highest pay	
Quartile 1	13% men / 87% women
Quartile 2	9.8% men / 90.2% women
Quartile 3	9.8% men / 90.2% women
Quartile 4	12% men / 88% women

product perceptions Limited are very satisfied that we are reporting such a small gender pay gap. Even so we are committed to improving this situation where possible.

Please note that we have a large number of employees earning a similar hourly rate (market research interviewers) and large number of them are women. This has significantly influenced the reported figures.