

## Product Perceptions Limited

### Gender Pay Gap Reporting

April 2020

|  |                         |
|--|-------------------------|
| Average gender pay gap as a mean average   | 3.5%                    |
| 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<br>proportion of females receiving a bonus             |                         |
| Men  | 0%                      |
| Women  | 0.6%                    |
| proportion of males and females when divided into 4<br>groups ordered from lowest to highest pay |                         |
| Quartile 1   | 10% men / 90% women     |
| Quartile 2   | 11% men / 89% women     |
| Quartile 3   | 11% men / 89% women     |
| Quartile 4   | 12.5% men / 87.5% 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.