

## Product Perceptions Limited

### Gender Pay Gap Reporting

May 2021

Average gender pay gap as a mean average	5.24%
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 Women	0% 0.3%
proportion of males and females when divided into 4 groups ordered from lowest to highest pay Quartile 1 Quartile 2 Quartile 3 Quartile 4	10% men / 90% women 10% men / 90% women 11% men / 89% women 10% men / 90% 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.