

Product Perceptions Limited

Gender Pay Gap Reporting

March 2022

Average gender pay gap as a mean average	4.61%
Average gender pay gap as a median average	0.0%
Average bonus gender pay gap as a mean average	79.43%
Average bonus gender pay gap as a median average	100%
proportion of males receiving a bonus and proportion of females receiving a bonus	
Men	11.11%
Women	5.47%
proportion of males and females when divided into 4 groups ordered from lowest to highest pay	
Quartile 1	13% men / 87% women
Quartile 2	8% men / 92% women
Quartile 3	8% men / 92% women
Quartile 4	9% men / 91% 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.