

# ADSEC GROUP LTD

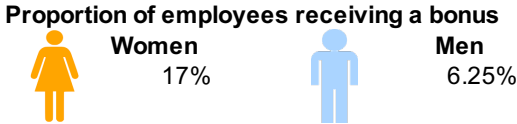
## GENDER GAP REPORT SNAPSHOT DATE: 05/04/2023

The Company has 151 relevant employees

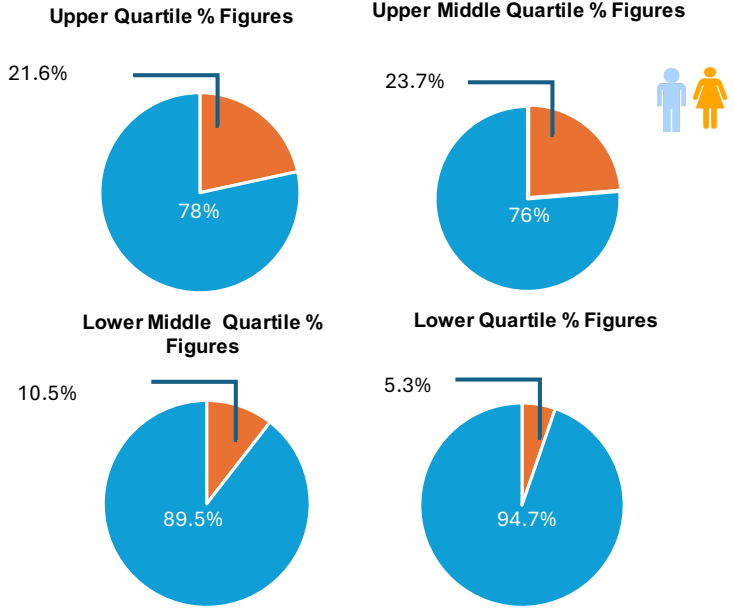
### Pay and Bonus difference between women and men

	MEAN	MEDIAN
<b>Pay</b>	21.00%	6.30%
<b>Bonus</b>	67.70%	66.60%

This chart shows the percentage by which men's average hourly pay and bonus pay is lower to women



### Pay quartiles across the business employees



As you will see, the industry is quite heavily male dominated, however the few females within the industry falls within all the quartiles. Most females have office based roles due to the nature of the business

Gender Pay Reporting requires our businesses to make calculations based on employee gender. We will establish this by using our existing HR and weekly/Monthly PAYE payroll records.

### Statement of Accuracy

I hereby confirm that the information contained within this statement is accurate.

**Mahendra Vekariya**

February, 2024