

**ADSEC GROUP LIMITED**  
**GENDER GAP REPORT YEAR 2022 -23**

The Company has 150 relevant employees

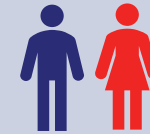
**Pay difference between women and men**

	Mean	Median
Pay	13.81%	8.50%

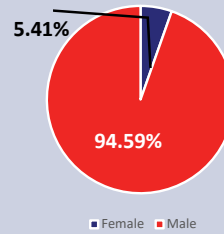
This chart shows that Women are paid 13.81% more than Men Which means that for every £1 a Woman earn in ADSEC GROUP LIMITED, a Man will earn 86p

This results in a median gender pay gap based on hourly pay of 8.5%. This means that when using the median, women at ADSEC GROUP LIMITED are paid 8.5% more than men. Which means for every £1 a woman earns at ADSEC GROUP LIMITED, a man will earn 92p

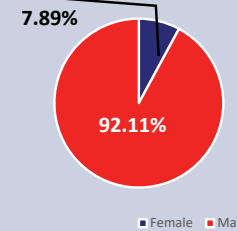
Pay quartiles across the business 'employees  
 As at March 2022



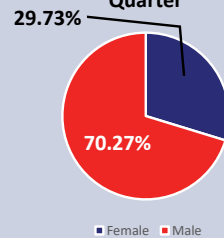
**Upper Hourly pay Quarter**



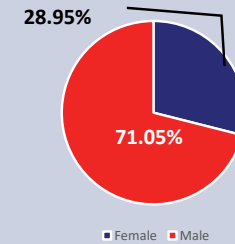
**Upper Middle Hourly Pay Quarter**



**Lower middle Hourly pay Quarter**



**Lower Hourly Pay Quarter**



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

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*

**Mahendra Vekariya**  
 March, 2023