

TANVIC GROUP LIMITED**GENDER PAY GAP DATA GENDER PAY GAP DATA**

	<u>to 5th APRIL 2023</u>		<u>to 5th APRIL 2022</u>		<u>to 5th APRIL 2021</u>	
1). Difference in Mean Hourly Rate of Pay	0.2%		1.0%		-1.8%	
2). Difference in Median Hourly Rate of Pay	-0.5%		0.1%		6.0%	
3). Difference in Mean Bonus Pay	44.0%		56.4%		27.8%	
4). Difference in Median Bonus Pay	0.0%		2.5%		-33.0%	
5). Percentage of employees who received Bonus Pay	Male 74.5%	Female 82.1%	Male 67.4%	Female 25.8%	Male 69.6%	Female 48.6%
6). Employees by Pay Quartile	Male	Female	Male	Female	Male	Female
Upper Quartile	89.1%	10.9%	87.6%	12.4%	86.7%	13.3%
Upper Middle Quartile	95.6%	4.4%	94.4%	5.6%	95.6%	4.4%
Lower Middle Quartile	94.5%	5.5%	94.4%	5.6%	93.3%	6.7%
Lower Quartile	90.1%	9.9%	87.6%	12.4%	83.1%	16.9%