

Gender Pay Gap Reporting - 2022



All Staff – Pay & Bonus Gap

Gender Pay Gap	Gender Bonus Gap
Mean: 10.2%	Mean: 56.8%
Median: -11.6%	Median: 67.7%



390 Total Employees
255 Male | 135 Female

Sales – Pay & Bonus Gap

Gender Pay Gap	Gender Bonus Gap
Mean: 7.3%	Mean: 42.9%
Median: -5.5%	Median: 62.9%



314 Sales Employees
30.57% are Female

Operations – Pay & Bonus Gap

Gender Pay Gap	Gender Bonus Gap
Mean: 26.9%	Mean: 83.4%
Median: 9.5%	Median: 39.6%



76 Operations Employees
51.32% are Female



Our Findings

We are confident that employees in the same type of roles are paid at the same level. Our female and male employees have an equal opportunity to earn bonuses in our performance-based culture. The Mean bonus is larger as the most senior roles have been historically occupied by male employees. Given the organic nature of the business, total number of males compared to females is higher in our Sales function, however in Phaidon International as a whole, this is balanced as we continue to hire and promote female talent in the business.

Our Plan

- Our ongoing Leadership programme identifies and promotes the future leaders of tomorrow.
- Continue to evolve our hiring practices to ensure fair, equitable and diverse talent pools.
- Continue building an inclusive culture through education, recognition and celebration of diversity and making meaningful contributions to charitable causes.