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AUTUMNPAPER LIMITED 2023/24 Gender pay gap report

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Registered address: 5th Floor Rear Suite, Oakfield House 35 Perrymount Road,

Haywards Heath, West Sussex, RH16 3BW

Nature of business (SIC): Administrative and support service activities

Snapshot date: 5 April 2023

Employee headcount: 250 to 499 employees

Person responsible: LISA WAUGH (HEAD OF REWARD)

This employer has not provided extra information on their gender pay gap

Hourly pay gap

In this organisation, women earn 90p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 10.1% lower than men's.

Women Men

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When comparing mean (average) hourly pay, women's mean hourly pay is 8.6% higher than men's.

About median and mean

The percentage of women in each pay quarter

In this organisation, women occupy 66.7% of the highest paid jobs and 71.1% of the lowest paid jobs.

Women	Men
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Upper hourly pay quarter (highest paid)

66.7% 33.3%

Upper middle hourly pay quarter

70.8% 29.2%

Lower middle hourly pay quarter

79.5% 20.5%

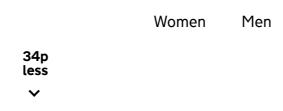
Lower hourly pay quarter (lowest paid)

71.1% 28.9%

About pay quarters

Bonus pay gap

In this organisation, women earn 66p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 33.6% lower than men's.





When comparing mean (average) bonus pay, women's mean bonus pay is 121.3% higher than men's.

Who received bonus pay

48% of women

48% of men