

Gender Pay Gap Report 2018

Our analysis shows a 5% pay gap between the mean salary of our male and female employees (April 2018). This is the difference between males and females across the entire organisation as opposed to a like-for-like pay gap for employees working in the same job.

More than half of our advisory employees are female which largely affects this figure.

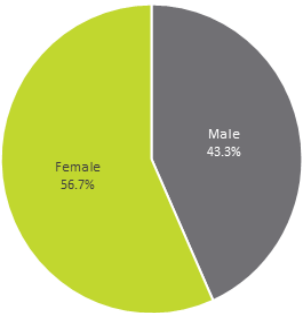
Echo-U has a progressive culture to support the training, development and progression of all employees. Naturally, as any team member rises up within the business their earnings will also increase.

Our analysis also shows no difference between the median salary of our female and male employees.

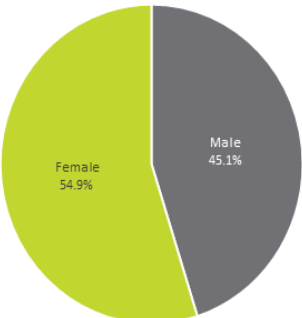
There is no difference between the female median hourly wage (the middle-paid female when all female employees' hourly wages are ranked from highest to lowest paid) and the male median hourly wage (the middle-paid male when all male employees' hourly wages are ranked from highest to lowest paid).

This balance can be attributed to the majority of our workforce being employed in the same role; that of a Customer Service Representative.

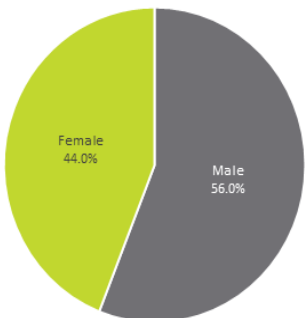
Upper Middle



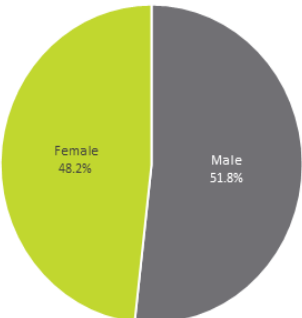
Lower Middle



Upper Quartile



Lower Quartile



Our mean salary gap remains the same as in April 2017. Our median salary gap of 6% has closed completely in the same period.

Since April 2018, we have continued our commitment to progressing gender equality within the business and have recruited females to senior positions during this period. Our senior leadership team is now 57% female, compared to 29% female in April 2017.

We will continue to champion a people-friendly culture and take action where needed to address any pay gaps to support our commitment to equality and diversity in our organisation.

David Blakey
Managing Director

