

# Gender Pay Gap Report 2017



Our analysis shows a 5% pay gap between the mean salary of our male and female employees (April 2017). This is the difference in average hourly pay between men and women across the entire organisation as opposed to a like-for-like pay gap for employees working in the same job. We have a higher proportion of women under 25 working in advisory roles which largely affects this figure.

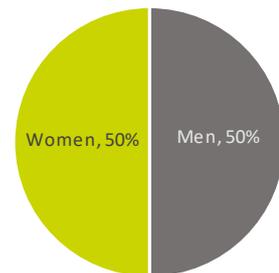
Echo-U has a progressive culture for the training and development of all employees, so naturally as any team members rise up through the business their earnings will increase.

Over 80% of our management team started with us as customer service advisors.

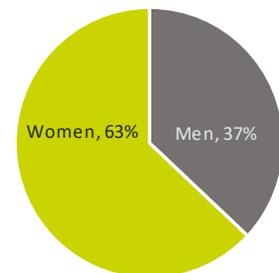
Our analysis also shows a 6% pay gap between the median salary of our female and male employees (April 2017).

This is the difference between women's median hourly wage (the middle paid woman when all female employees are ranked from highest to lowest paid) and men's median hourly wage (the middle paid man when all male employees are ranked from highest to lowest paid).

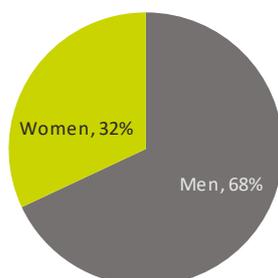
Upper Middle



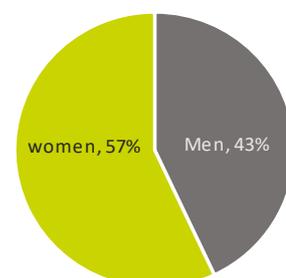
Lower Middle



Top Quartile



Lower Quartile



This is down to a higher propensity of females working in team leader roles.

Since April 2017 we have continued to progress the gender equality agenda, and have created a number of new senior level positions in the business. We now have a significant level of female managers and directors in the organisation, with 60% of our directors now female and 29% of our senior leadership team female.

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

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Mandy Holford  
Customer Services  
Director

