

# Fourth's Gender Pay Gap

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Internal

The logo for Fourth, featuring a stylized 'o' symbol above the word 'fourth' in a lowercase, sans-serif font.

fourth

# What we have reported on

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- 1) Difference in hourly rate of pay – mean and median
- 2) Difference in bonus pay – mean and median
- 3) % of males and females who received bonus pay
- 4) Employees by pay quartile - split by male/female %

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- Difference in mean hourly rate of pay – 24.4%
- Difference in median hourly rate of pay – 24.1%
- Difference in mean bonus pay – 78.2%
- Difference in median bonus pay – 5%

Percentage of employees who received bonus pay

- Male – 21.1%
- Female – 24.2%

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Employee by pay quartile	Male	Female
Upper quartile	72%	28%
Upper middle quartile	58%	42%
Lower middle quartile	50%	50%
Lower quartile	46%	54%

# Commentary

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Overall, we have more men employed in the business than we do females which contributes to the gap, as does the impact of the upper quartile range. More men in the business were paid bonuses, which is largely due to the composition of our incentivised as opposed to salary only roles. However, we are immensely confident that we pay men and women equally for the same roles.