

GENDER PAY GAP REPORT 2022

LIQUID
FRIDAY



OUR STATEMENT

At Liquid Friday, we are committed to ensuring fairness and equality in all aspects of our workplace, including compensation. We have conducted thorough analyses of our employees' pay and have determined that there is no statistically significant difference in pay between men and women in comparable roles.

We are proud to say that we have achieved gender pay parity and will continue to work towards maintaining this standard. We believe that everyone should be compensated based on their qualifications, experience, and performance, regardless of their gender.

Additionally, we have implemented policies and practices to promote diversity and inclusion in the hiring process, and throughout our company culture. We understand that a diverse workforce brings different perspectives, experiences and skills to the table, and we are dedicated to fostering an environment that promotes this diversity.

We are passionate about developing our people; therefore we encourage professional development and training opportunities for our employees, ensuring that they have the skills and knowledge to advance in their careers.

In conclusion, Liquid Friday is deeply committed to achieving and maintaining gender pay parity, as well as encouraging a culture of diversity and inclusion. We believe that a fair and equitable workplace not only benefits our employees, but also helps us to attract and retain top talent, and ultimately, to be more successful as a business.

Joe Taffuerlli
Chief Operating Officer



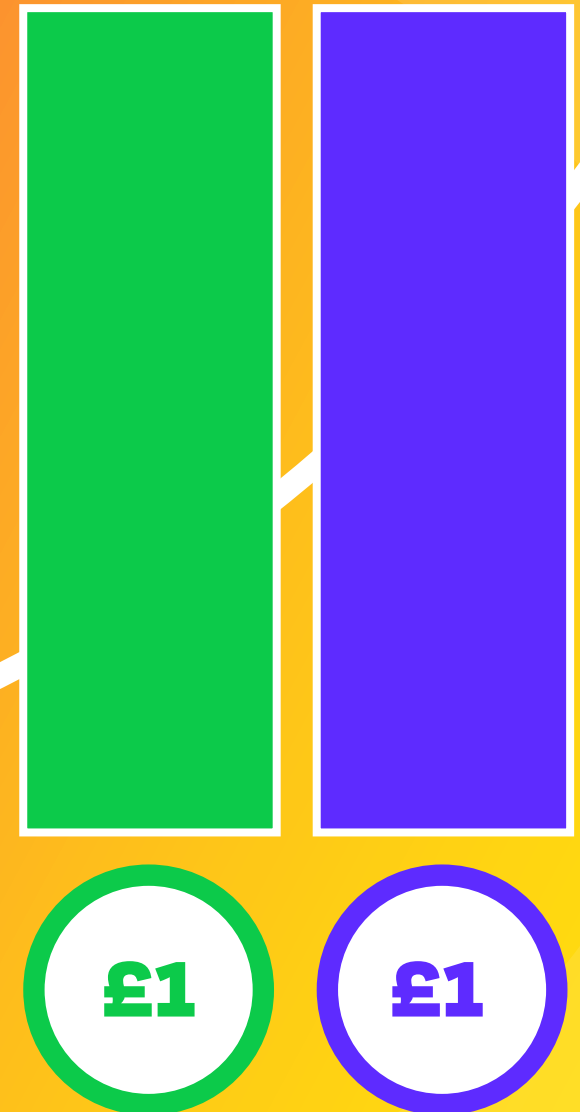
MEAN & MEDIAN PAY

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

 Female  Male



PAY QUARTILES

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

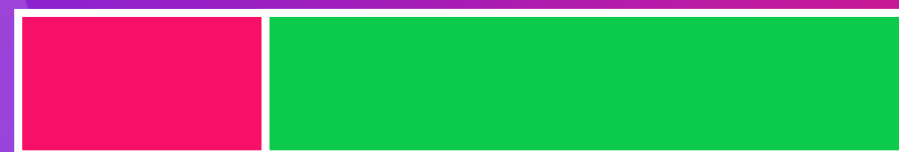
In this organisation, women occupy 18.4% of the highest paid jobs and 11.7% of the lowest paid jobs.



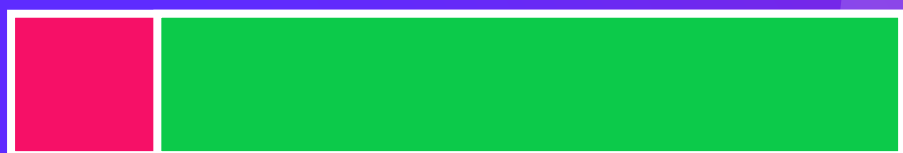
Upper hourly pay quarter (highest paid)



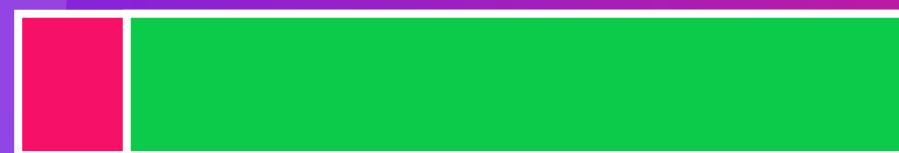
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)



MEAN & MEDIAN BONUS

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0.4% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 2.4% lower than men's.

 Female  Male

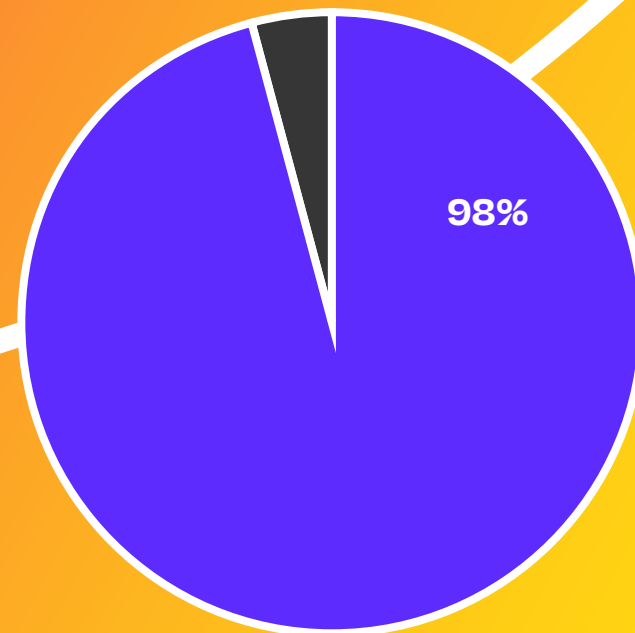
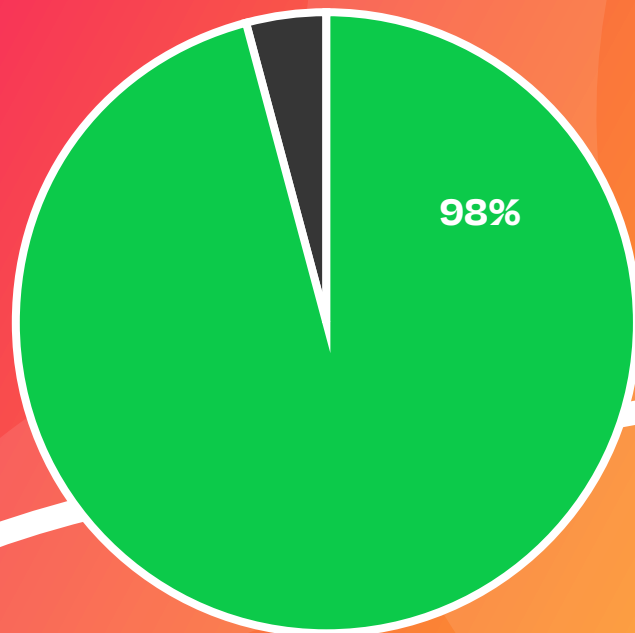


WHO RECEIVED A BONUS?

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2021.

98% of both men and women received a bonus.

 Female  Male



GET IN TOUCH

02392 883300

hello@liquidfriday.co.uk

www.liquidfriday.co.uk

LIQUID FRIDAY

