



Gender Pay Gap

Report 2020

We believe in fairness and equality for all of our colleagues and are committed to ensuring this belief influences salaries of all employees.

Yodel must publish Gender Pay Gap statistics in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The following statistics meet the requirements and are an accurate reflection of the situation in April 2020. **April 2019 figures are shown in brackets, 2018 figures are shown with an asterisk.**

For further information see www.gov.uk/guidance/gender-pay-gap-reporting-overview

A handwritten signature in black ink, appearing to read 'J. Hardman'.

John Hardman, Chief People Officer

YODEL

Hourly Rate

Women's hourly rate is

 **9% LOWER** (MEAN)
(6% higher) *7% higher

 **10% LOWER** (MEDIAN)
(3% LOWER) *5% lower


Pay Quartiles


How many men and women are in each quarter of the payroll?



Bonus Pay

Women's bonus is

 **176% HIGHER** (MEAN)
(166%) *210%

 **NO DIFF.** (MEDIAN)
(13%) *3%

