

## SPV4 Limited

Difference in hourly rate of pay - mean	-1.6%
Difference in hourly rate of pay - median	0.4%
Difference in bonus pay - mean	-100.0%
Difference in bonus pay - median	-100.0%
Percentage of Males who received bonus pay	0.0%
Percentage of Females who received bonus pay	0.7%

### Employees by pay quartile

	Quartile	Females	Males
	<i>Upper: 75-100% of full-pay relevant employees</i>	87.7%	12.3%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	82.8%	17.2%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	84.6%	15.4%
	<i>Lower: 0-25% of full-pay relevant employees</i>	89.1%	10.9%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	86.0%	14.0%