

# Torque Retail Services Limited – Gender Pay Gap Report 2022

Employers with more than 250 employees are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to show the pay gap between their male and female employees.

This involves carrying out various calculations that show the difference between the average earnings of men and women as at the 5<sup>th</sup> April each year.

Set out below is the report in respect of Torque Retail Services Limited as at 5<sup>th</sup> April 2022.

## Hourly Pay

When measured as a mean average the hourly pay for female employees is 8.3% lower than for male employees.

When measured as a median average the hourly pay for female employees is 1.2% lower than for male employees.

## Bonus Pay

When measured as a mean average the bonus pay for female employees is 25.6% lower than for male employees.

When measured as a median average the bonus pay for female employees is the same as for male employees.

40% of male employees and 45% of female employees receive a bonus.

## Percentage of Male and Female Employees in Quartile Bands

	Male	Female
Upper	61.4%	38.6%
Upper Middle	45.4%	54.6%
Lower Middle	47.3%	52.7%
Lower	44.1%	55.9%