

Gender Pay Gap Reporting – Hallmark Connections Ltd

As an organisation of over 250 employees, Hallmark Connections Ltd are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are required to show the difference between the average earnings of men and women in our organisation and publish the results on our website annually. The below report is correct at date of publishing 05/04/19.

Number of Employees:

Hallmark Connections Ltd has 273 employees, of which 18 are women.

Hourly Pay and Bonus difference between women and men:

The table below shows the percentage by which female employees average hourly pay and bonus pay is lower compared to male employees.

	Hourly Pay	Bonus
Mean	25.85%	44.51%
Median	23.96%	46.45%

Proportion of employees receiving a bonus:

Male	99.63%
Female	100.0%

Proportion of employees in each pay quartile:

	Male	Female
Upper	99%	1%
Upper Middle	97%	3%
Lower Middle	94%	6%
Lower	86%	14%

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