



EMPLOYEE COMMUNICATION: GENDER PAY GAP REPORTING

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2020.

Snapshot date 5 April 2019:

Mean gender pay gap	0.00%
Median gender pay gap	0.00%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender:

Band	Males	Females
Lower quartile	66%	34%
Lower middle quartile	68%	32%
Upper middle quartile	66%	34%
Upper quartile	58%	42%

725 are committed to pay equally to men and women for doing equivalent jobs across our business, which is reflected in our above figures. Women represent 34.87% of the total workforce and are spread evenly across each quartile in that proportion.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting 725 Limited, 48 High Street, Gravesend, DA11 0AY. Tel: 01474 533745; Email: admin@725ltd.co.uk.

Bhishan Karki

Head- Finance & Compliance
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