

IGO4 GENDER PAY GAP DATA 2023



The following data relates to the snapshot date of 5 April 2023:

	PAY GAP		BONUS GAP		EMPLOYEE POPULATION RECEIVING BONUS %		GENDER DISTRIBUTION ACROSS PAY QUANTILES							
	MEAN	MEDIAN	MEAN	MEDIAN			LOWER		LOWER MIDDLE		UPPER MIDDLE		UPPER	
	M to F	M to F	M to F	M to F	M	F	M	F	M	F	M	F	M	F
iGO4 Ltd	29%	6%	17%	0%	1%	2%	32%	68%	29%	71%	49%	51%	56%	44%

I can confirm that the gender pay gap data contained in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Rob Evans
Director, iGO4 Ltd