



# Gender Pay Gap

2022

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# Gender Pay Gap Huboo Technologies Limited

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On 05 April 2022 Huboo Technologies Limited had more than 250 employees. This means the UK government asks us to complete a gender pay gap report.

The data in this report is from 05 April 2022, this is the date on which we base our calculations

The gender pay gap is the difference in the average pay and bonuses of all men and all women across an organisation.

**“At Huboo we believe that our people are the key to our success.**

We are committed to treating every member of the team fairly. We provide the opportunity to progress and develop based on merit and encourage every colleague at Huboo to reach their full potential.

We view equal pay as the best measure of fairness within our business. Our focus is on ensuring equal pay for our whole team.”



**Martin Bysh**  
CEO

# Our Results



## Equal Pay

At Huboo we have genuine pay equality.



## Hourly Pay

The difference between men's and women's hourly pay.



## Bonus Pay

The difference between men's and women's bonus pay.



## Proportion

of men and women in each pay quartile

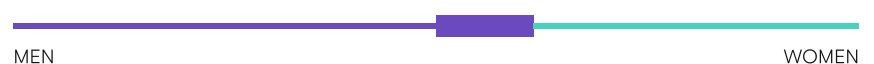


## Percentage

of men and women who received bonus pay

The data required for the gender pay gap report shows, as expected, that we have a pay gap between men and women in our business. This is due to the fulfilment and technology sectors that we operate in. We believe that **equal pay is the best measure of fairness for our team**. We have audited our business and confirm that we pay equally for men and women in like for like roles.

**Median** 17% (in favour of men)



**Mean** 29% (in favour of men)



**Median** 6% (in favour of women)



**Mean** 42% (in favour of men)



### Quartiles



Men



Women

Quartiles	Men	Women
Upper quartile	84%	16%
Upper middle quartile	65%	35%
Lower middle quartile	54%	46%
Lower quartile	65%	35%

71%

Men

70%

Women

## Background

Huboo Technologies Limited is a technology and fulfilment company. Both sectors have traditionally been male dominated industries. As a result, we have more men in all areas of our business. The biggest gap however is in the upper pay quartile where because of the scarcity of women in these sectors generally, the senior members of our team are predominately male.



# Next Steps



## Recruitment

We are working hard to improve our recruitment methods to ensure that we attract both male and female employees at all levels of the organisation. We will continue to uphold our robust recruitment process that ensures that we only hire the best person for the role.



## Development

We are very proud of our record of internal mobility. We are dedicated to developing our people and will continue to support them to achieve the career they aspire to at Huboo.



## Equal Pay

We are passionate about ensuring equal pay for all at Huboo. We are committed to reviewing the pay of every person in every role on an ongoing basis to ensure pay equity in like for like roles.



## Declaration

We confirm that Huboo's gender pay gap calculations are accurate and meet the requirements of the regulations.



**Gareth New**  
Chief People Officer