The SpitJack Limited – Gender Pay Gap Report 2026

Snapshot Date: 30th June 2026

Headcount	Male	Female	Total
Full time and part time headcount	40	28	68
No. of unpaid employees included in the headcount	0	0	0
Headcount - number of employees paid between the relevant dates	40	28	68
Number of part time employees	27	21	48

No:	Calculation Description	Submission		Notes
1	The difference between the **mean hourly remuneration** of employees of the male gender and that of the employees of the female gender expressed as a percentage of the **mean hourly remuneration** of employees of the male gender	8.41%		Based on 40 male employees and 28 female employees.
2	The difference between the **median hourly remuneration** of employees of the male gender and that of the employees of the female gender expressed as a percentage of the **median hourly remuneration** of employees of the male gender	-0.02%		Based on 40 male employees and 28 female employees.
3	The difference between the **mean bonus remuneration** of employees of the male gender and that of the employees of the female gender expressed as a percentage of the **mean bonus remuneration** of employees of the male gender	61.41%		Based on 13 male employees and 13 female employees paid a bonus (includes small benefit payments)
4	The difference between the **median bonus remuneration** of employees of the male gender and that of employees of the female gender expressed as a percentage of the **median bonus remuneration** of employees of the male gender	86.47%		Based on 13 male employees and 13 female employees paid a bonus (includes small benefit payments)
5	The difference between the **mean hourly remuneration** of **part-time** employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the **mean hourly remuneration** of part-time employees of the male gender	1.84%		Based on 27 male employees and 21 female employees.
6	The difference between the **median hourly remuneration** of **part-time** employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the **median hourly remuneration** of part-time employees of the male gender	-0.29%		Based on 27 male employees and 21 female employees.
7	The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were **paid such remuneration**	32.50%	46.43%	Based on 13 male employees and 13 female employees paid a bonus (includes small benefit payments)
8	The percentage of all employees of the male gender who **received benefits in kind** and the percentage of all employees of the female gender who **received such benefits**	2.50%	3.57%	Based on 1 male employees and 1 female employees.
9	The difference between the **mean hourly remuneration** of employees of the male gender on **temporary contracts** and that of employees of the female gender on such contracts expressed as a percentage of the **mean hourly remuneration** of employees of the male gender	N/A		Based on 0 male employees and 0 female employees.
10	The difference between the **median hourly remuneration** of employees of the male gender on **temporary contracts** and that of employees of the female gender on such contracts expressed as a percentage of the **median hourly remuneration** of employees of the male gender	N/A		Based on 0 male employees and 0 female employees.
	The respective percentages of all employees who fall within each of:	**Male**	**Female**	
11	(i) the **lower** remuneration quartile pay band,	52.94%	47.06%	Male and female splits of the 17 employees in Quartile 1
	(ii) the **lower middle** remuneration quartile pay band,	64.71%	35.29%	Male and female splits of the 17 employees in Quartile 2
	(iii) the **upper middle** remuneration quartile pay band, or	47.06%	52.94%	Male and female splits of the 17 employees in Quartile 3
	(iv) the **upper** remuneration quartile pay band, who are of the male gender	70.59%	29.41%	Male and female splits of the 17 employees in Quartile 4

Commentary

Our mean gender pay gap is 8.41% and our median gap is -0.02%. The median of almost zero shows that most of our team are paid the same hourly rates regardless of gender.

The mean gap is mainly caused by a small number of senior roles held by men in the highest pay quartile, which is 70.59% male. The other three quartiles are more balanced.

Our bonus gaps (mean 61.41%, median 86.47%) reflect a small number of larger payments to senior staff. Most of our bonus payments are small benefits such as gift vouchers. A higher proportion of women (46.43%) than men (32.50%) received a bonus.

To reduce the gap, we will:

* Continue annual pay reviews to make sure pay is fair and consistent across roles.
* Support and encourage women to progress into supervisory and senior positions.
* Review how bonuses are awarded to make sure the criteria are clear and fair.