2019/2020 – CRYSTAL SERVICES PLC - GENDER PAY GAP

1. Difference in mean hourly rate of pay – Mean 4%
2. Difference in median hourly rate of pay – Median 3%
3. Difference in mean bonus – Mean 6%
4. Difference in median bonus – Mean 25%
5. Percentage of employees who received bonus pay Male 45% Female 9%
6. Employers by pay quartile:
   Upper quartile – men 57% female 43%
   Upper middle quartile – men 56% female 44%
   Lower middle quartile – men 65% female 35%
   Lower quartile – men 25% female 75%

Written Statement:

Crystal believe that monitoring the pay gap between men and women is crucial to ensuring everyone is fairly rewarded for their work and enjoys the same opportunities.