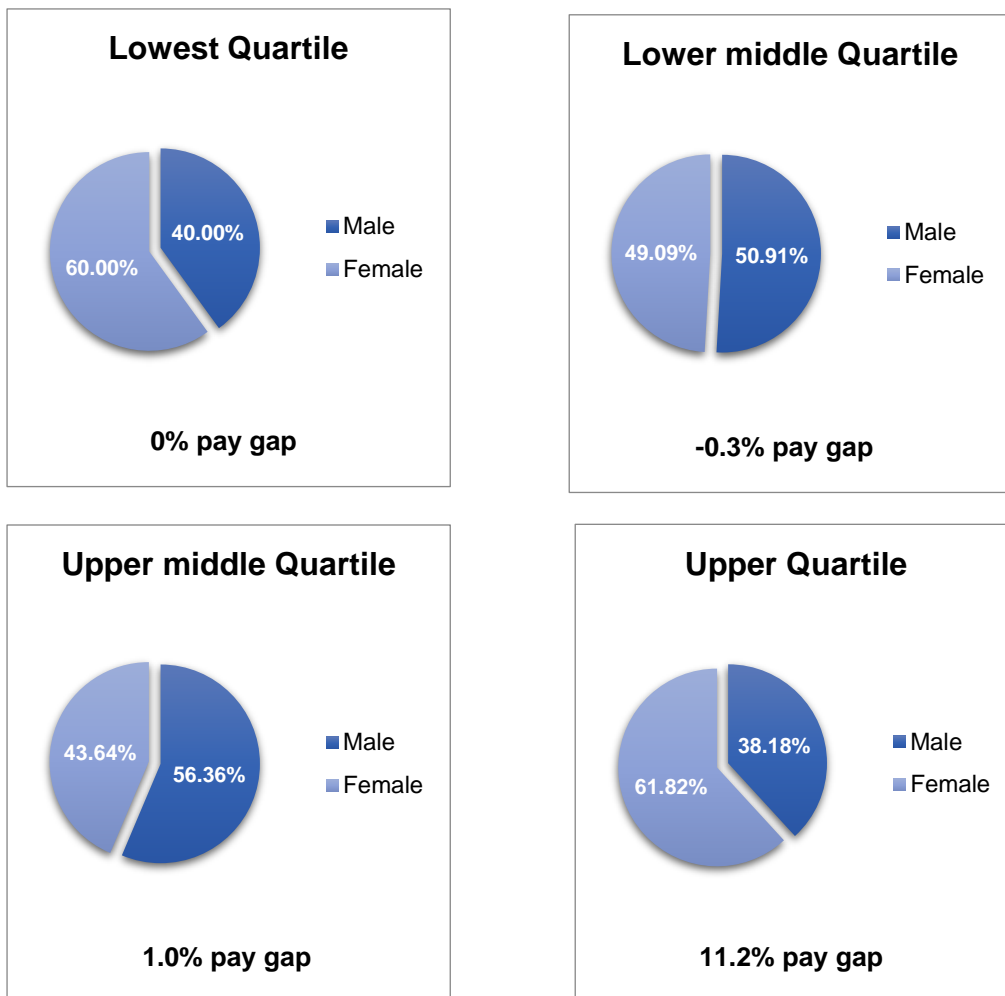


Echo-U Ltd Gender Pay Gap Report 2020/2021 Reporting

Company number: 4227565

During the period of GPG reporting, Echo-U Ltd reviewed the earnings of 220 employees, of which 46.4% were male and 53.6% female.

Our analysis shows a 0.5% pay gap between the mean salary of our male and female employees. This is the difference in average hourly pay between men and women across the entire organisation.



Our analysis shows a swing from -3.7% median pay gap between our male and female colleagues in the 2020 report to a 1.6% median pay gap in this year's data review.

In the highest quartile, the 2020 report showed a 12.6% difference with more senior female appointments during the year, this has decreased to 11.2% in the reporting period.

No bonus payments were made in 2020.

Overall, Echo-U is pleased to report a fair and equitable approach to pay at all levels throughout our organisation as evidenced by our 0.5% mean result.