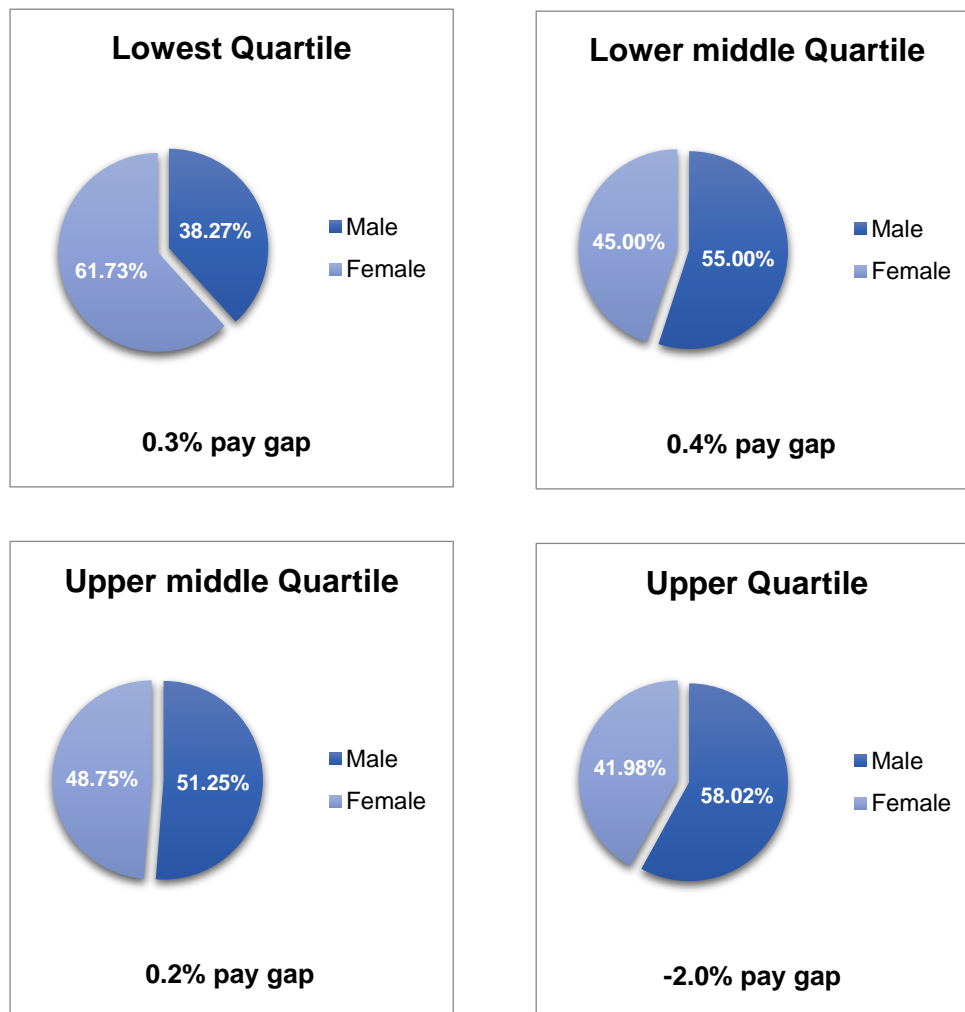


Echo-U Ltd Gender Pay Gap Report 2021/2022 Reporting

Company number: 4227565

During the period of GPG reporting, Echo-U Ltd reviewed the earnings of 322 employees, of which 49.4% were female and 50.6% male.

Our analysis shows a 2.3% 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 1.6% median pay gap between our male and female colleagues in the 2021 report to a 2.0% median pay gap in this year's data review.

In the highest quartile, the 2021 report showed a -2.0% difference in comparison to last years 11.2% difference with more senior females being appointed in 2020.

No bonus payments were made in 2021.

Overall, Echo-U is pleased to report a fair and equitable approach to pay at all levels throughout our organisation as evidenced by our 2.3% mean result.