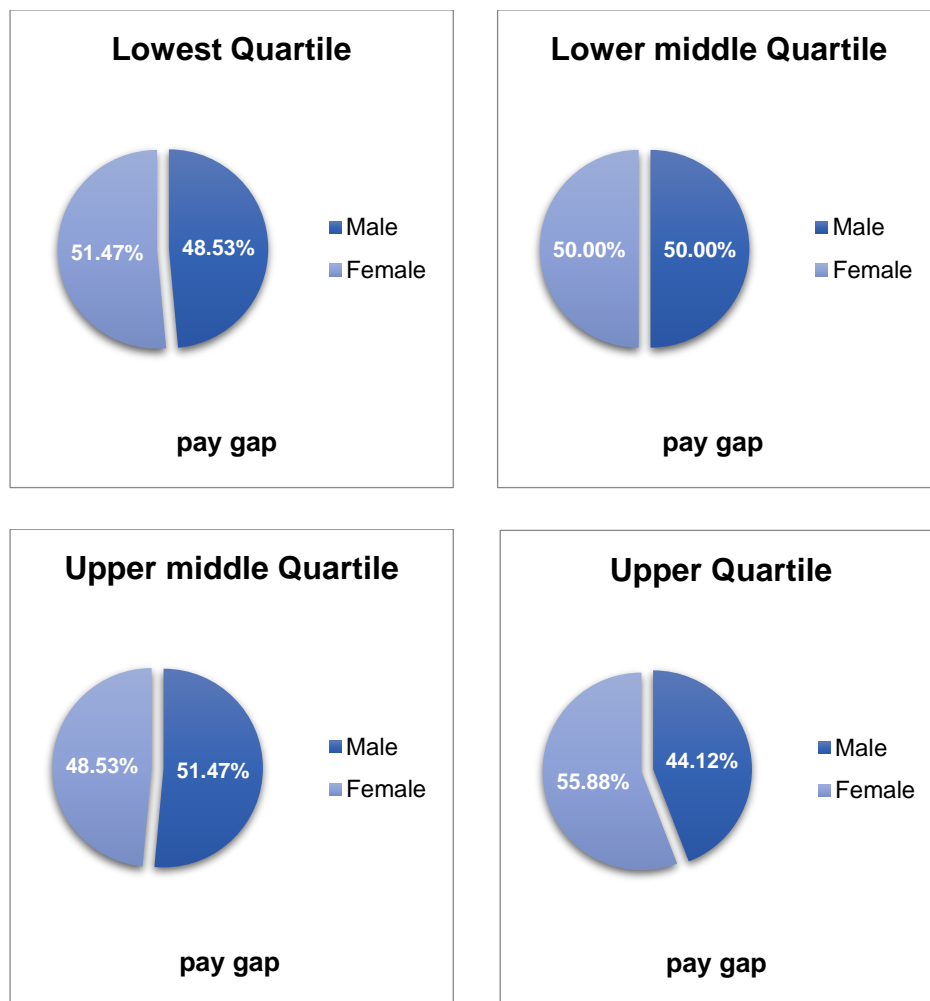


Echo-U Ltd Gender Pay Gap Report 2022/2023 Reporting

Company number: 4227565

During the period of GPG reporting, Echo-U Ltd reviewed the earnings of 272 employees, of which 51.47% were female and 48.53% 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 2.0% median pay gap between our male and female colleagues in the 2022 report to a -0.1% median pay gap in this year's data review.

In the highest quartile, the 2022 report showed a -4.9% difference in comparison to last years -2.0% difference with more senior females being appointed in 2022.

No bonus payments were made in 2022.

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.