

# Echo-U Ltd Gender Pay Gap Report 2023/2024 Reporting

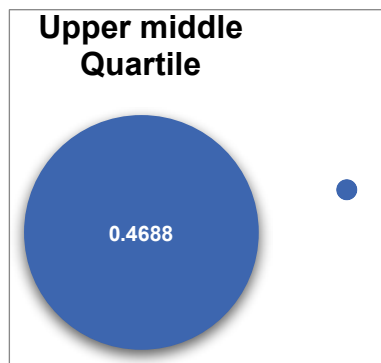
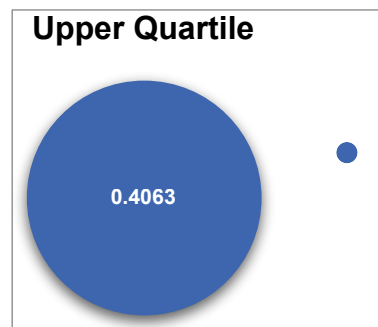
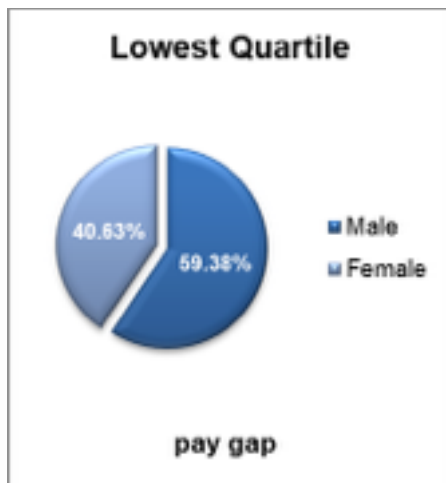
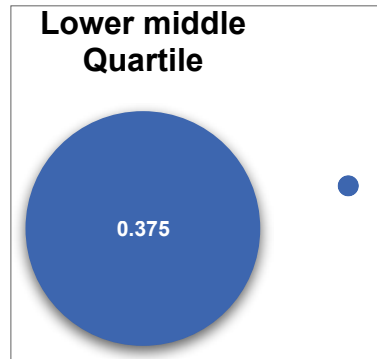
Company number: 4227565

During the period of GPG reporting, Echo-U reviewed the earnings of 128 employees, of 53.91% were female and 46.09% male.

Our analysis shows a -1% pay gap between the salary of our male and female employees. the difference in average hourly pay between women across the entire organisation.

Ltd which

mean This is men and



pay gap

Our analysis shows a swing from -0.1% median pay gap between our male and female colleagues in the 2023 report to a -1% median pay gap in this year's data review.

In the highest quartile, the 2023 report showed a 4.3% difference in comparison to last years -4.9% difference with more senior females being appointed in 2023.

No bonus payments were made in 2023.

Overall, Echo-U is pleased to report a fair and equitable approach to pay at all levels throughout our organisation as evidenced by our -1.0% mean result.