

ENIGMA CCTV LTD
GENDER GAP REPORT YEAR 2022 -23

The Company has 87 relevant employees

Pay difference between women and men

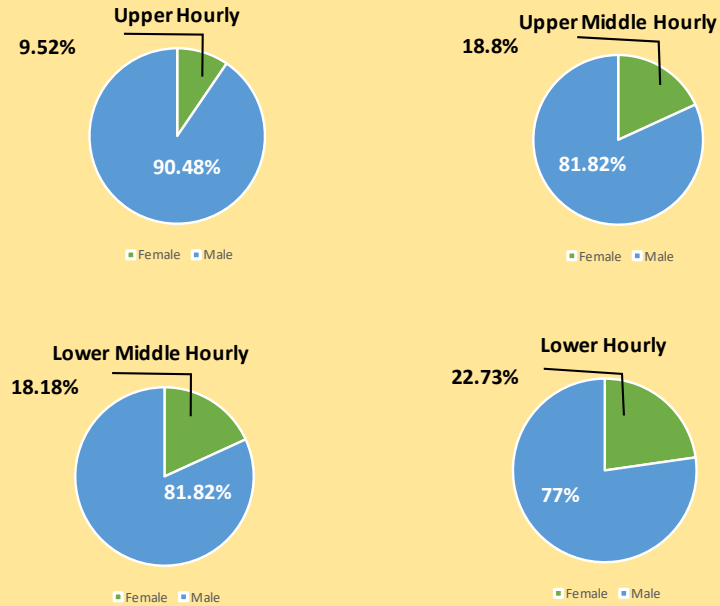
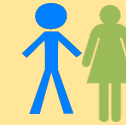
	Mean	Median
Pay	1.36%	1.20%

This chart shows that Women are paid 1.36% more than Men Which means that for every £1 a Woman earn in Enigma CCTV Ltd, a Man will earn 94p

This results in a median gender pay gap based on hourly pay of 1.2%. This means that when using the median, women at Enigma CCTV Ltd are paid 1.2% more than men. Which means for every £1 a woman earns at Enigma CCTV Ltd., a woman will earn 99p

Pay quartiles across the business 'employees

As at March 2022



As you will see, the industry is quite heavily male dominated, however the few females within the industry falls within the all the quartiles. Most femlaes have office based roles due to the nature of the business- it requires more men than women.

Gender Pay Reporting requires our businesses to make calculations based on employee gender. We will establish this by using our existing HR and weekly/Monthly PAYE payroll records.

Statement of Accuracy

I hereby confirm that the information contained within this statement is accurate.

Mahendra Vekariya
 March, 2023