

GROVE HR LIMITED

World Business Centre 2, Newall Road, Hounslow TW6 2SF

Gender Pay Gap Reporting – 2017

Hourly Pay figures			
Mean Hourly Rates Men	9.41		
Mean Hourly women	8.52		
	0.89		
Mean Gender Pay Gap Hourly	9.46%	Result	
Median Hourly Rates Men	20.5		
Median Hourly Rates women	10.97		
	9.53		
Median Gender Pay Hourly	46.49%	Result	

Bonus Pay figures			
Mean bonus Men	525.5		
Mean bonus women	203.67		
	321.83		
Mean Gender Pay Gap bonus	61.24%	Result	
Median Bonus Men	4308		
Median bonus women	1983		
	2325		
Median Gender Pay bonus	53.97%	Result	

Quartiles				
	Upper	Upper	Lower	
	Quartile	Middle	Middle	Lower
		Quartile	Quartile	Quartile
Male Quartiles Figures	56.47%	43.53%	42.94%	48.24%
Female Quartile figures	43.53%	56.47%	57.06%	51.76%

I the under-signed declare that the above figures are a true reflection of Grove HR Limited.



Arthur Ylannus 26/3/18

Director