

# The Acorn Group

## Gender Pay Gap Report

The Acorn Group Employees Limited is committed to improving pay quality in all areas of our business. This report highlights our gender pay gap as at publication on 1st April 2024. The pay data is for all UK employees from the pay period including 5th April 2023 as specified by the UK regulations.

### The Acorn Group Demographics

### Total Headcount

328



43%



57%

### TAG Mean & Median Gender Pay Gap

Hourly Pay

Mean : 37.62%

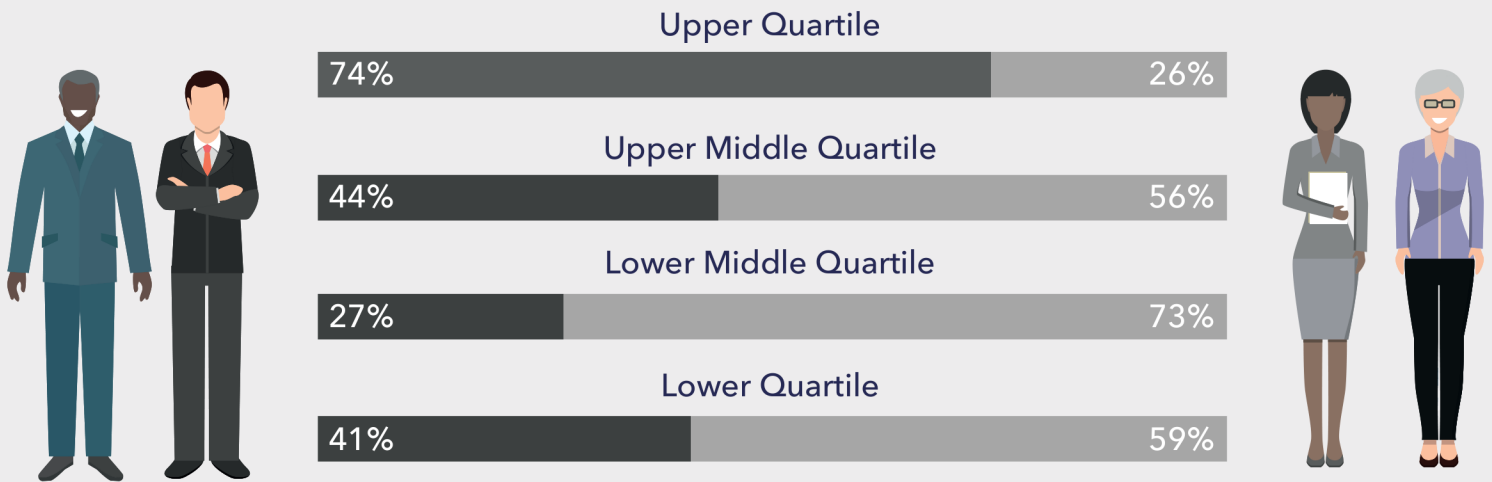
Median : 16.67%

Bonus

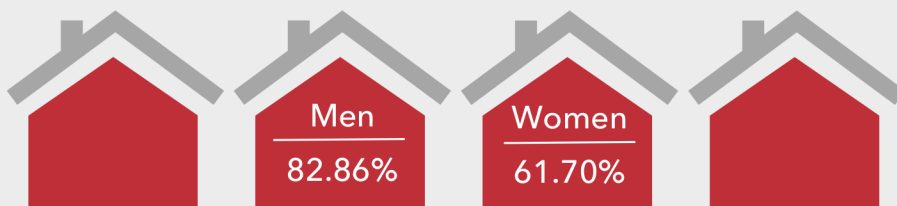
Mean : 65.09%

Median : 88.41%

### Proportion of Men & Women According to Quartile Pay Bands



### Proportion of Men & Women Receiving a Bonus Payment



The bonus data is the actual bonus payments for employees made in the 12 months prior to the 5th April 2023 and in line with the UK regulations. The bonus calculations are based on performance bonuses, divisional bonuses and commission payments made in the 12 months to 5 April 2023 and are not FTE adjusted.

This report is accurate at the time of publishing.  
Michael Cook, Chief Executive Officer  
(1 April 2024)