

Our Statement

The Gender Pay Gap Requirements

The government requires employers to publish a set of 6 figures relating to their Gender Pay Gap from the snapshot date each year. As we had a headcount of more than 250 employees at our snapshot date (5th April 2023), we were legally required to submit our report to the government. Previous, as part of our ESG objectives, we had completed the analysis on a voluntary basis to show Aurora's commitment to equality and transparency, and shared these results internally. At Aurora, we are required by law to carry out Gender Pay Gap reporting.

Gender pay reporting measures the difference between men and women's average earnings; it doesn't factor in people's roles or seniority within the business. It is different to equal pay, which relates to what men and women are paid for the same or similar jobs of equal value. The reporting requires Aurora to make calculations based on employee gender which we establish by using our existing HR & payroll records.

Gender Split

On 5th April 2023, Aurora employed 267 staff, of which 88 (33%) were female, and 179 (67%) were male.

Pay Gap Figures

Aurora's results, based on the snapshot date of 5th April 2023 and the 12 months ending on this date) are shown below.

1. Mean Hourly Pay: Women's mean hourly pay is 19% lower than men's
2. Median Hourly Pay: Women's median hourly pay is 7% lower than men's
3. Mean Bonus Pay: Women's mean bonus pay is 90% lower than men's.
4. Median Bonus Pay: Women's median bonus pay is 82% lower than men's.
5. Percentage of female employees who have received bonus pay in the 12 months ending on 5th April 2023 is 84%
6. Percentage of male employees who have received bonus pay in the 12 months ending on 5th April 2023 is 91%

Note: Mean averages are useful as they place the same value on every number they use which gives a good overall indication of the gender pay gap. However, very high or low hourly pay may dominate or distort the figure.

Medians are useful to indicate what the typical situation is. They aren't distorted by high or low hourly pay (or bonuses). However this could mean that not all gender pay gap issues are picked up.

Pay Quartiles

The percentage of employees in each hourly pay quarter who are men or women is shown in the table below.

Hourly Pay Quartile	Female	Male
Upper Quartile	24%	76%
Upper Middle Quartile	30%	70%
Lower Middle Quartile	39%	61%
Lower Quartile	39%	61%

Declaration

I confirm that the gender pay gap information published in this written statement and submitted to the Gender Pay Gap Service is accurate and has been calculated according to the requirements and methodology set out by the UK government.



Agnes Wojtczak
HR Director