

Ultima Business Solutions Ltd

Gender Pay Gap Report

5th April 2021



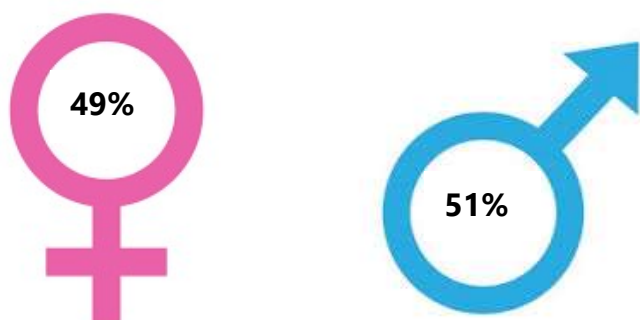
ultima

Ultima Business Solutions Ltd has over 350 staff and has a pre-eminent position in its market sector and takes great pride in being an exciting and recommended equitable place to work. At Ultima, everyone is paid for the role they have in the team and for their performance in that role, this also includes paying all our apprentices and contractors the Real Living Wage rate to ensure they do not suffer financially with annual cost of living rises. No other factors affect an employee's remuneration.

The figures included in this report are based on the snapshot of data taken on 5th April 2021.

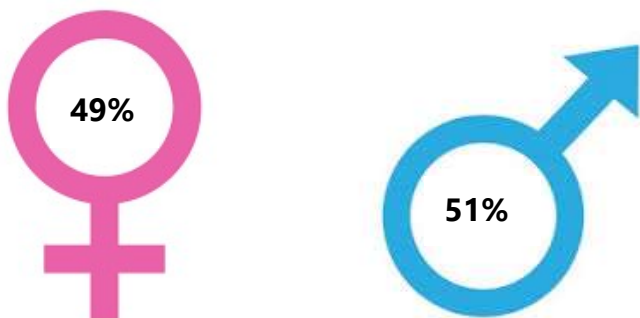
Men and Women hourly pay

Upper hourly Quarter



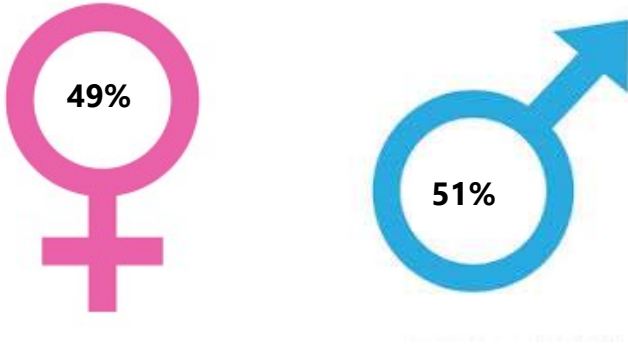
The above figures show our women were paid 2% less for the Upper hourly quarter

Upper middle hourly Quarter



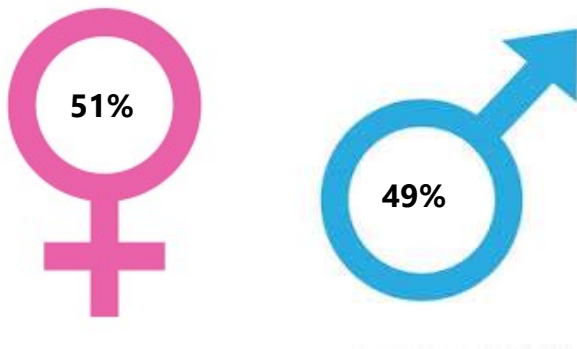
The above figures show our women were paid 2% less for an Upper Middle hourly quarter

Lower Middle hourly Quarter



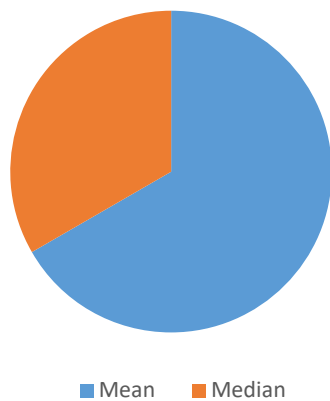
The above figures show our Females were paid 2% less for the Lower Middle hourly quarter.

Lower hourly Quarter

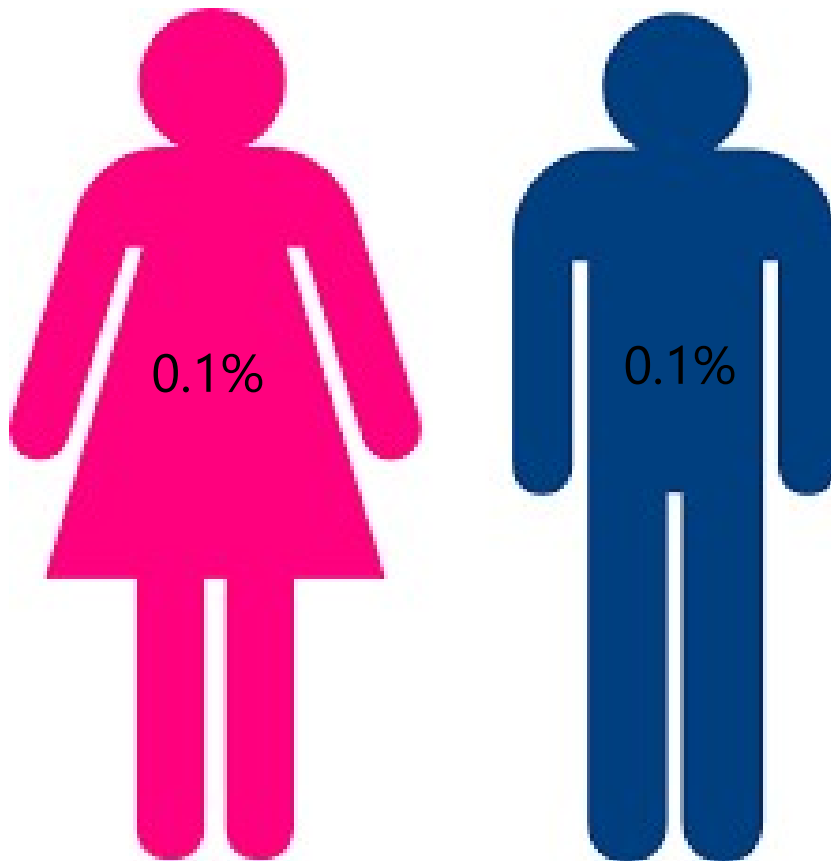


The above figures show our Males were paid 2% Less for the Lower Hourly quarter.

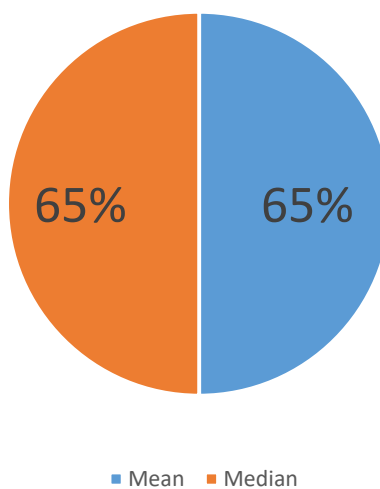
Mean and Median Gender hourly pay



Percentage of Men and Women Bonus %



Mean and Median Gender bonus pay



Declaration

We confirm that the information and data reported is accurate as of the snapshot date 5th April 2021.

A handwritten signature in black ink, appearing to read "Scott Dodds".

Scott Dodds

CEO

ultima

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