



# GENDER PAY GAP REPORT 2025

Issue No. 1



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## Introduction

This report sets out the gender pay gap statistics for Amazon Filters Ltd based on pay data at the snapshot date of 5 April 2025, in line with the requirements of the UK Government's Gender Pay Gap Reporting Regulations. The figures reflect the difference between the average earnings of men and women across the organisation, regardless of role or seniority.

## Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, AFL is legally required to publish, on an annual basis, specified information relating to our gender pay gap.

This following information has been calculated in accordance with the Regulations and is legally compliant.

## The Gender Pay Gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

## Mean and Median Gender Pay Gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 7.7% (rounded to one decimal place).

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 11.7% (rounded to one decimal place)

## Mean and Median Gender Bonus Gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 12.8% (rounded to one decimal place).

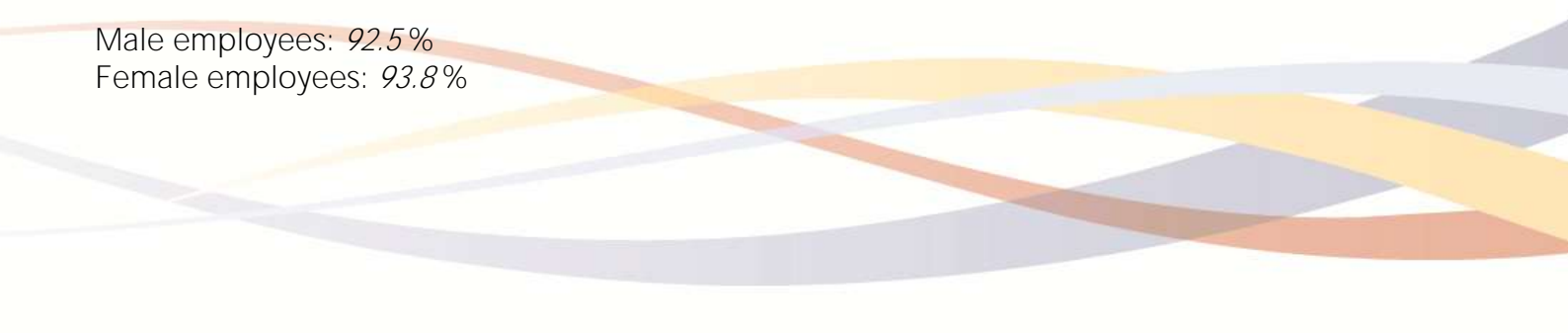
Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 4.7% (rounded to one decimal place)

## Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 92.5%

Female employees: 93.8%



## Salary Pay Quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male		80.65		65.57		88.71		86.89
Female		19.35		34.43		11.29		13.11

These quartile distributions show a higher representation of men in the upper pay ranges and a higher proportion of women in the middle quartiles, which is a key contributor to the overall gender pay gap.

## Explanation of the Gender Pay Gap

The gender pay gap at AFL is primarily influenced by:

- A greater proportion of men in higher-paid technical and senior roles, as seen in the upper quartile distribution.
- A higher concentration of women in mid-level operational and administrative roles, reflected in the middle quartiles.
- Bonus payments, although broadly similar in participation rates, are influenced by role distribution and therefore show a mean gap in favour of men.

This report measures differences in pay averages, which is not the same as unequal pay. Unequal pay, paying men and women differently for the same or equivalent work, is unlawful and is not indicated by these findings.

## Actions to Address the Gender Pay Gap

Amazon Filters Ltd is committed to reducing the gender pay gap and supporting gender balance at all levels of the organisation. Our ongoing and planned actions include:

- Reviewing recruitment processes to encourage greater gender diversity in applicant pools for higher-paid, underrepresented roles.
- Enhancing internal development pathways to support progression for women into technical and leadership roles.
- Continuing ongoing reviews of pay bandings to ensure fairness and consistency across all job types.
- Monitoring bonus structures to ensure they remain equitable and aligned to performance and role expectations.

## Confirmatory statement

I confirm that the gender pay gap information contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Ruth Pappadakis**  
Head of People and Culture  
Amazon Filters Ltd