

The background image is a composite. In the foreground, a hand holds a small plant with green leaves and tiny purple flowers. The background is a blurred photograph of a woman with long dark hair, wearing a light-colored shirt, standing in a field of similar purple flowers. The entire image has a dark, teal-blue overlay.

Decco Limited Gender Pay Gap Reporting 2023





Great Service and Quality Products

Gender make-up of our company

Male

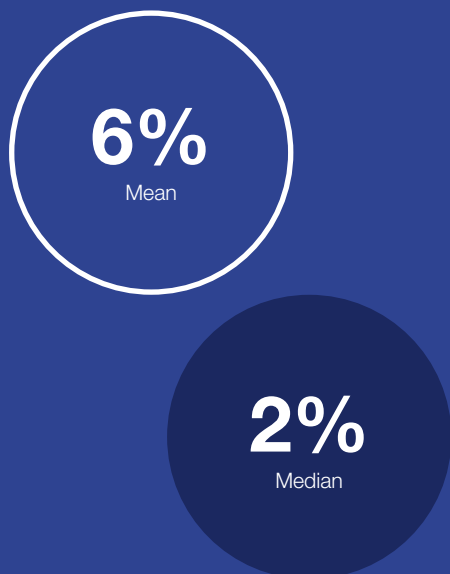
83%

Female

17%

Gender Pay Gap

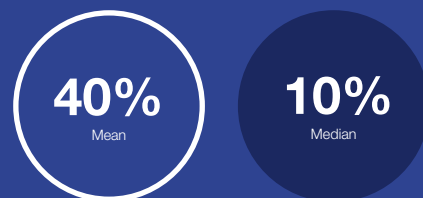
difference in hourly rate of pay



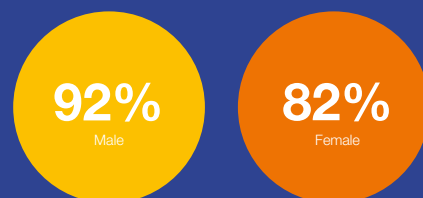
Gender Bonus Pay Gap

difference in bonus pay

Difference in bonus pay

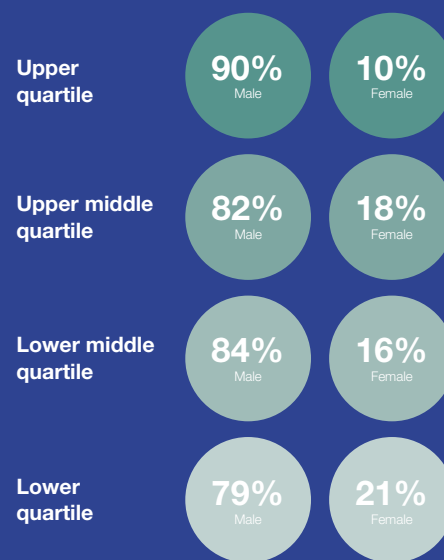


Proportion of men & women receiving a bonus payment



Pay Banding

proportion of men and women in each pay quartile



The company's overall workforce profile has a higher number of male than female members, which is typical within the industry. The company has been and remains committed to ensuring that all employees are treated equally at work, with access to the same opportunities for career development, reward and recognition regardless of gender.

I confirm the data reported is accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Leo Yu
Finance Director