The background image is a photograph of a woman in a blue shirt standing in a field of purple flowers. A hand is in the foreground, holding a small plant with a similar purple flower. The entire image has a dark blue overlay.

Decco Limited

Gender Pay Gap Reporting 2022





Great Service and Quality Products

Gender make-up of our company

Male

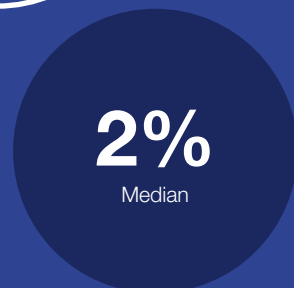
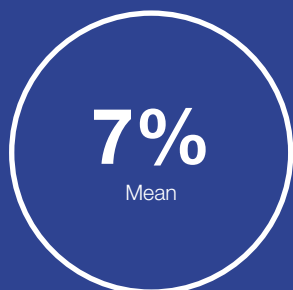
86%

Female

14%

Gender Pay Gap

difference in hourly rate of pay



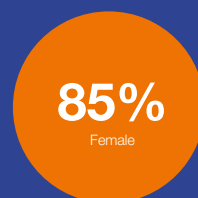
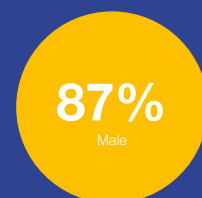
Gender Bonus Pay Gap

difference in bonus pay

Difference in bonus pay



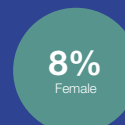
Proportion of men & women receiving a bonus payment



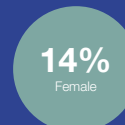
Pay Banding

proportion of men and women in each pay quartile

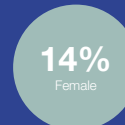
Upper quartile



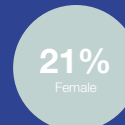
Upper middle quartile



Lower middle quartile



Lower 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