



Gowrie Laxmico Limited
Gender pay gap reporting
as at 31 March 2020

1. Actual hourly pay gap figures

For Gowrie Laxmico Limited employees at 31 March 2020:

1. Percentage of men and women in each hourly pay quarter:

Quartile:	Lower	Lower middle	Upper middle	Upper
Men	46.7%	33.6%	55.1%	71.7%
Women	53.3%	66.4%	44.9%	28.3%

2. Mean (average) gender pay gap using hourly pay = 19.9%
3. Median gender pay gap = 5.7%

2. Actual bonus pay gap figures

For Gowrie Laxmico Limited employees at 31 March 2020:

4. Percentage of men and women receiving bonus pay:

Employees receiving a bonus:	
Men	80.5%
Women	70.9%

5. Mean (average) gender bonus pay gap = 55.0%

6. Median gender bonus pay gap = 25.6%