

Gender Pay Gap 2024



LIQUID FRIDAY

Statement.

At Liquid Friday, we're committed to creating a workplace that's fair, inclusive, and equal for everyone. As COO, I'm proud to reaffirm our focus on achieving and maintaining gender pay parity across the organisation.

Equal pay for equal work is a principle we stand by not just in words, but in practice. We've put clear policies in place to support equity, diversity, and inclusion, and we regularly review our pay structures to ensure there's no bias. Everyone's contribution should be recognised and rewarded fairly, regardless of gender.

We see diversity as a driver of innovation and progress. That's why we work hard to build a team where different perspectives are welcomed and valued. Our actions reflect our belief: equality doesn't happen by chance, it takes commitment, consistency, and accountability.

We're building an environment where every employee has the same chance to grow, succeed, and be heard. Gender pay parity is just one part of our wider mission to make Liquid Friday a place where people are respected for who they are and what they bring to the table.

Our commitment to fairness and opportunity isn't going anywhere. We'll keep pushing forward until equality is the norm, not the goal.



Joe Taffurelli
Chief Operating Officer

Pay Quartiles.

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

In this organisation, women occupy 9.5% of the highest paid jobs and 29% of the lowest paid jobs.

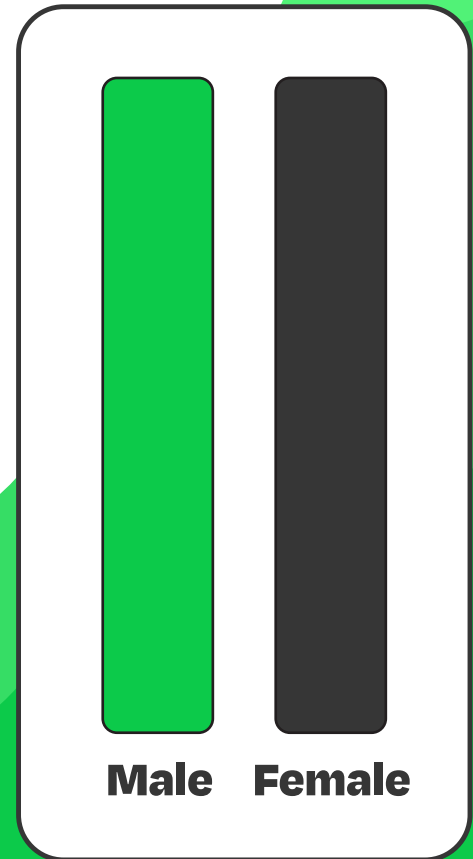
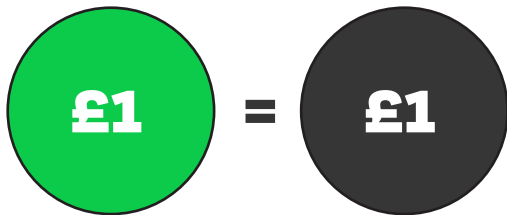
Description	Male	Female	Male %	Female %
Upper	584	61	91 %	9 %
Upper Middle	512	133	79 %	21 %
Lower Middle	550	95	85 %	15 %
Lower	456	189	71 %	29 %

Mean Gender Pay Gap For Hourly Pay.

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their hourly pay is 0% lower than men's.



Percentage Receiving Bonus Pay.

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2024.



100%



Mean Gender Pay Gap For **Bonus Pay.**

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

In this organisation, women earn £0.61 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 38.73% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 36.12% lower than men's.



I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Joe Taffurelli - Chief Operating Officer

Get in touch.

02392 883300

hello@liquidfriday.co.uk

www.liquidfriday.co.uk

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