

ENIGMA SECURITY SOLUTIONS LTD

GENDER GAP REPORT YEAR 2022 -23

The Company has 187 relevant employees

Pay difference between women and men

| | Mean | Median |
|-----|--------|--------|
| Pay | 13.71% | 19.50% |

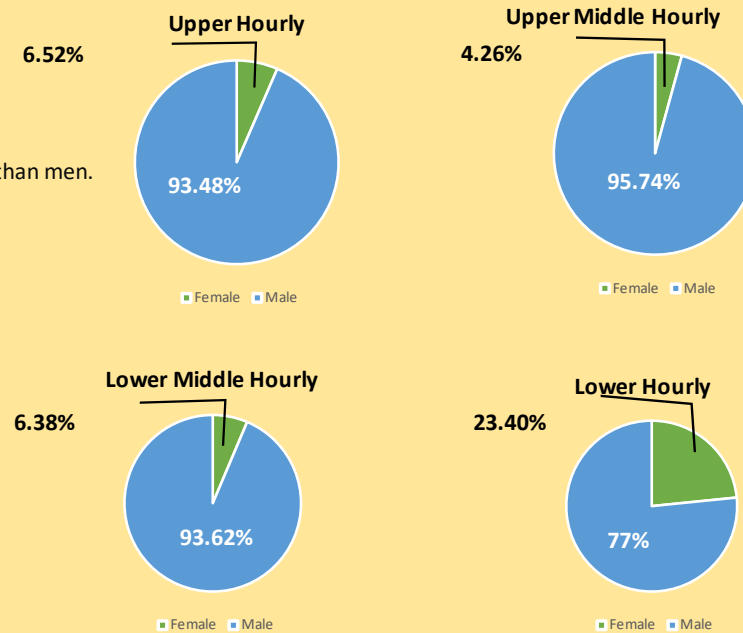
Pay quartiles across the business 'employees

As at March 2022



This chart shows that Women are paid 13.71% more than Men Which means that for every £1 a Woman earn in Enigma Security Solutions Ltd, a Man will earn 86p

This results in a median gender pay gap based on hourly pay of 19.5%. This means that when using the median, women at Enigma Security Solutions Ltd are paid 19.5% more than men. Which means for every £1 a woman earns at Enigma Security Solutions Ltd., a woman will earn 81p



As you will see, the industry is quite heavily male dominated, however the few females within the industry falls within the all the quartiles. Most females have office based roles due to the nature of the business- it requires more men than women.

Gender Pay Reporting requires our businesses to make calculations based on employee gender. We will establish this by using our existing HR and weekly/Monthly PAYE payroll records.

Statement of Accuracy

I hereby confirm that the information contained within this statement is accurate.

Mahendra Vekariya

March, 2023