

4 October 2021

RE:Sonova Service Center UK Limited- Gender Pay Gap Report published 29 September 2021

I hereby confirm the accuracy of the Gender Pay Gap data reported 29 Sept 2021, covering the snapshot month of April 2020 and the appropriate bonus period (12 months prior).



Amanda Crellin ACMA,CGMA
Financial Controller
Sonova Service Center UK Limited

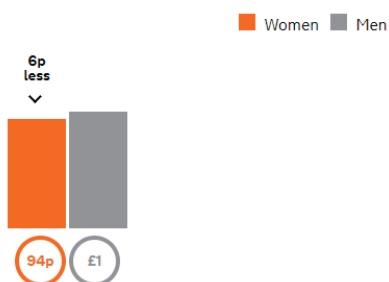
SONOVA SERVICE CENTER UK LIMITED

2020/21 Gender pay gap report

Registered address:	Sonova House Lakeside Drive, Center Park, Warrington, Cheshire, WA1 1RX
Nature of business (SIC):	Manufacturing
Snapshot date:	5 April 2020
Employee headcount:	250 to 499 employees
Person responsible:	Amanda Crellin (Financial Controller)

Hourly pay gap

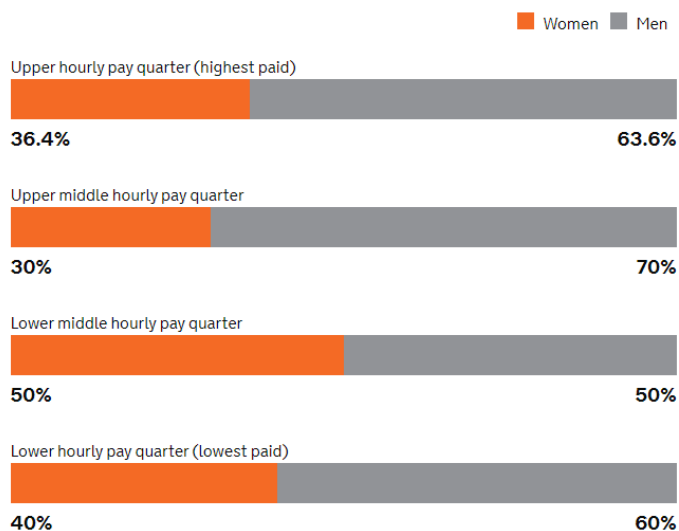
In this organisation, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.8% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 4.8% lower than men's.

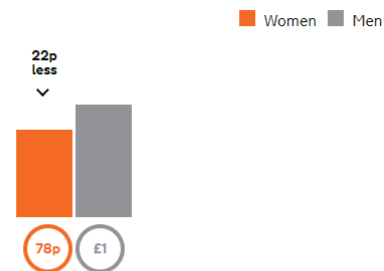
The percentage of women in each pay quarter

In this organisation, women occupy 36.4% of the highest paid jobs and 40% of the lowest paid jobs.



Bonus pay gap

In this organisation, women earn 78p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 22.4% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 22.5% lower than men's.

Who received bonus pay

68.8% of women
92% of men