

2 April 2019

RE:Sonova Service Center UK Limited- Gender Pay Gap Report published 2 April 2019

I hereby confirm the accuracy of the Gender Pay Gap data reported 2 April 2019, covering the snapshot month of April 2018 and the appropriate bonus period (12 months prior).



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

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SONOVA SERVICE CENTER UK LIMITED

Gender pay gap report

Add to comparison

Snapshot date	5 April 2018
Employer size	250 to 499 employees
Person responsible	Amanda Crellin (Operations Controller)

[What this employer says about their gender pay gap](#)

Hourly wages pay gap

In this organisation, **women earn 96p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **3.6% lower** than men's.

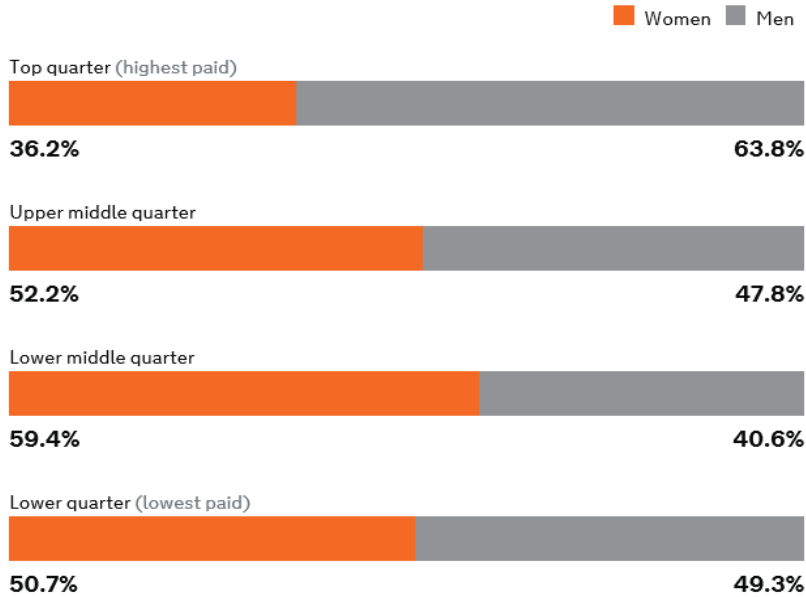


When comparing mean hourly wages, women's mean hourly wage is **8.3% lower** than men's.

[▶ About mean and median](#)

Proportion of women in each pay quarter

In this organisation, women occupy **36.2%** of the highest paid jobs and **50.7%** of the lowest paid jobs.



[▶ About pay quarters](#)

Bonus pay gap

In this organisation, **women earn 40p** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **60% lower** than men's.



When comparing mean bonus pay, women's mean bonus pay is **57.3% lower** than men's.

Who received bonus pay

44.8% of women.

46.1% of men.

