

4 April 2018

RE: Sonova Service Center UK Limited - Gender Pay Gap Report published 4 April 2018

I hereby confirm the accuracy of the Gender Pay Gap data reported 4 April 2018, covering the snapshot month of April 2017 and the appropriate bonus period (12 months prior).



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

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SONOVA SERVICE CENTER UK LIMITED

Snapshot date	5 April 2017
Person responsible for employer's report	Amanda Crellin (Financial Controller)
Address	Sonova House Lakeside Drive, Center Park, Warrington, Cheshire, United Kingdom, WA11 1RX
Nature of business (SIC)	Manufacturing

Gender pay gap report

Difference in hourly rate

[▶ About mean and median](#)

Women's mean hourly rate is **3% lower** than men's

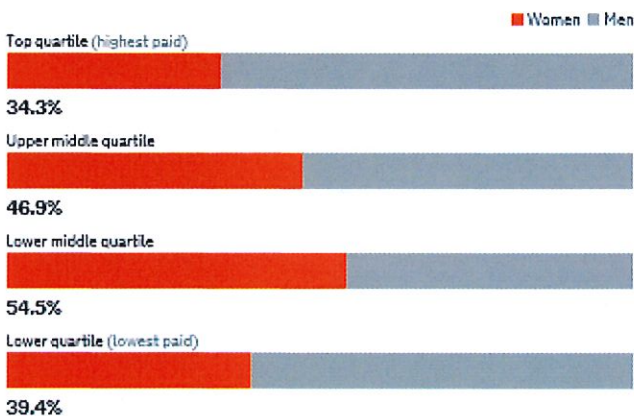
In other words when comparing mean hourly rates, women earn 97p for every £1 that men earn.

Women's median hourly rate is **0.9% lower** than men's

In other words when comparing median hourly rates, women earn 99p for every £1 that men earn.

Proportion of women in each pay quartile

[▶ About quartiles](#)



Who received bonus pay

35.5% of women

50% of men

Difference in bonus pay

Women's mean bonus pay is **35.4% lower** than men's

Women's median bonus pay is **50% lower** than men's