



**Gender Pay Gap Reporting 2025**

Entity	Percentage of total UK HC	Pay: Median	Pay: Mean	Bonus Pay: Median	Bonus Pay: Mean	% of Men Receiving Bonus Pay	% of Women Receiving Bonus Pay	Snapshot Pay Quartiles (%)				
									Lower	Lower Middle	Upper Middle	Upper
AMAZON UK GROUP (EXCLUDING FRESH & WILD)	100.00%	-2.0%	-0.7%	24.2%	22.4%	20.5%	23.4%	W	29.7%	27.3%	35.6%	32.5%
								M	70.3%	72.7%	64.4%	67.5%
AMAZON UK SERVICES LIMITED	86.58%	-0.3%	-2.7%	-7.7%	4.4%	10.3%	13.0%	W	30.3%	25.9%	34.6%	32.3%
								M	69.7%	74.1%	65.4%	67.7%
AWS EMEA SARL (UK BRANCH)	4.39%	14.5%	8.4%	26.6%	11.6%	96.9%	94.7%	W	40.8%	29.0%	21.0%	19.0%
								M	59.2%	71.0%	79.0%	81.0%
AMAZON EU SARL (UK BRANCH)	3.40%	11.4%	8.0%	19.0%	32.0%	73.0%	75.7%	W	56.0%	51.0%	45.8%	42.7%
								M	44.0%	49.0%	54.2%	57.3%
AMAZON DEVELOPMENT CENTRE (LONDON) LIMITED	1.69%	4.8%	7.2%	14.6%	22.0%	91.6%	90.1%	W	32.5%	24.4%	18.0%	22.2%
								M	67.5%	75.6%	82.0%	77.8%
AMAZON ONLINE UK LIMITED	0.77%	7.0%	7.7%	19.2%	21.1%	97.1%	94.8%	W	58.0%	52.7%	47.3%	42.0%
								M	42.0%	47.3%	52.7%	58.0%
EVI TECHNOLOGIES LIMITED	0.70%	33.1%	20.3%	51.5%	35.6%	92.3%	80.1%	W	45.4%	20.8%	15.4%	13.1%
								M	54.6%	79.2%	84.6%	86.9%
AMAZON DIGITAL UK LIMITED	0.68%	8.5%	5.6%	23.0%	-0.8%	89.9%	85.3%	W	59.7%	51.9%	41.9%	54.7%
								M	40.3%	48.1%	58.1%	45.3%
AMAZON DATA SERVICES UK LIMITED	0.74%	-14.9%	-7.0%	-25.5%	-9.8%	78.4%	78.4%	W	15.7%	12.9%	18.0%	20.1%
								M	84.3%	87.1%	82.0%	79.9%
AMAZON DEVELOPMENT CENTRE (SCOTLAND) LIMITED	0.36%	-0.5%	5.1%	11.9%	13.5%	95.0%	90.0%	W	25.8%	13.6%	27.3%	12.1%
								M	74.2%	86.4%	72.7%	87.9%

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