



Gender Pay Gap Reporting 2019

	Percentage of total UK HC	Hourly Pay: Median	Hourly Pay: Mean	Bonus Pay: Median	Bonus Pay: Mean	Percentage of men who received bonus pay	Percentage of women who received bonus pay	Snapshot Pay Quartiles (%)				
									Lower	Lower Middle	Upper Middle	Top
Amazon UK	100%	-1.0%	8.6%	4.1%	20.0%	59.4%	61.1%	F	31.2	30.0	33.8	27.8
								M	68.8	70.0	66.2	72.2
Amazon UK Services Ltd	83.5%	0.0%	1.5%	6.5%	5.3%	53.0%	55.4%	F	30.2	30.3	31.5	29.3
								M	69.8	69.7	68.5	70.7
Amazon EU SARL, UK branch	4.0%	14.2%	20.1%	2.9%	27.6%	95.4%	97.7%	F	55.4	48.9	45.9	32.7
								M	44.6	51.1	54.1	67.3
Amazon Development Centre (London) Ltd	2.5%	12.7%	20.5%	26.9%	33.1%	98.2%	94.9%	F	24.8	14.5	15.2	8.5
								M	75.2	85.5	84.8	91.5
Amazon Web Services EMEA SARL, UK Branch	3.9%	19.4%	20.3%	42.2%	38.2%	96.8%	93.2%	F	40.8	17.1	19.0	15.6
								M	59.2	82.9	81.0	84.4
Amazon Online UK Ltd	1.0%	21.9%	15.4%	51.1%	34.7%	97.3%	96.6%	F	68.1	45.7	47.1	30.4
								M	31.9	54.3	52.9	69.6
EVI Technologies Ltd	1.7%	31.5%	26.5%	51.8%	39.9%	79.4%	63.2%	F	36.3	34.5	15.7	11.5
								M	63.7	65.5	84.3	88.5

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