



## Gender Pay Gap Reporting 2020

	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%	1.4%	7.4%	25.1%	22.9%	59.1%	60.2%	F	32.8	33.0	32.7	28.8
								M	67.2	67.0	67.3	71.2
AMAZON UK SERVICES LTD.	83.7%	1.6%	1.1%	0.0%	1.5%	52.8%	54.7%	F	33.2	32.8	30.5	29.7
								M	66.8	67.2	69.5	70.3
AMAZON EU SARL (UK BRANCH)	3.6%	18.7%	19.5%	24.7%	35.3%	94.7%	91.8%	F	57.1	54.0	44.8	36.1
								M	42.9	46.0	55.2	63.9
AWS EMEA SARL (UK BRANCH)	4.5%	19.5%	16.5%	30.7%	35.0%	97.2%	96.3%	F	46.3	18.8	17.9	21.1
								M	53.7	81.2	82.1	78.9
AMAZON DEV CENTRE (LONDON) LTD	2.4%	10.7%	19.0%	12.8%	32.7%	95.7%	93.8%	F	27.1	16.5	17.9	9.2
								M	72.9	83.5	82.1	90.8
EVI TECHNOLOGIES LIMITED	1.6%	41.3%	29.7%	48.5%	37.6%	78.2%	65.5%	F	37.3	35.2	14.9	12.1
								M	62.7	64.8	85.1	87.9
AMAZON ONLINE UK LIMITED	1.0%	18.9%	15.2%	33.4%	22.7%	97.4%	95.6%	F	63.7	51.6	34.1	36.3
								M	36.3	48.4	65.9	63.7
AMAZON DIGITAL UK LIMITED	0.8%	4.0%	5.9%	1.1%	32.4%	94.2%	91.9%	F	46.6	42.5	42.5	38.9
								M	53.4	57.5	57.5	61.1

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