



Gender Pay Gap Reporting 2024

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%	0.0%	3.4%	10.4%	18.5%	27.6%	29.8%	W	32.3%	30.4%	32.1%	31.6%
								M	67.7%	69.6%	67.9%	68.4%
AMAZON UK SERVICES LTD	86.37%	2.2%	-2.0%	-30.3%	-4.0%	17.5%	20.0%	W	32.9%	32.7%	27.5%	32.6%
								M	67.1%	67.3%	72.5%	67.4%
AWS EMEA SARL (UK BRANCH)	4.63%	15.5%	14.0%	21.2%	11.0%	98.8%	96.5%	W	40.4%	27.5%	18.9%	18.8%
								M	59.6%	72.5%	81.1%	81.2%
AMAZON EU SARL (UK BRANCH)	3.20%	11.7%	9.1%	12.1%	28.8%	81.2%	81.7%	W	45.2%	54.3%	44.9%	36.4%
								M	54.8%	45.7%	55.1%	63.6%
AMAZON DEV CENTRE (LONDON) LTD	1.82%	8.3%	11.4%	13.0%	18.4%	96.3%	95.0%	W	32.4%	24.1%	21.4%	17.8%
								M	67.6%	75.9%	78.6%	82.2%
AMAZON ONLINE UK LIMITED	0.82%	12.1%	12.9%	15.5%	20.3%	99.4%	99.7%	W	61.5%	53.8%	43.8%	37.5%
								M	38.5%	46.3%	56.3%	62.5%
EVI TECHNOLOGIES LIMITED	0.76%	31.5%	25.5%	51.2%	33.5%	95.7%	84.2%	W	48.4%	15.8%	19.1%	14.5%
								M	51.6%	84.2%	80.9%	85.5%
AMAZON DIGITAL UK LIMITED	0.74%	6.5%	11.3%	10.3%	10.2%	86.7%	80.5%	W	56.2%	50.7%	48.6%	44.1%
								M	43.8%	49.3%	51.4%	55.9%
AMAZON DATA SERVICES UK LIMITED	0.67%	-9.6%	-6.7%	-67.2%	-27.8%	82.8%	82.5%	W	19.4%	6.0%	15.8%	17.3%
								M	80.6%	94.0%	84.2%	82.7%
AMAZON DEV CENTRE (SCOTLAND) LTD	0.44%	1.7%	6.0%	17.5%	26.8%	96.4%	92.0%	W	25.6%	16.3%	22.1%	16.3%
								M	74.4%	83.7%	77.9%	83.7%


Krista Booth

HR Country Lead, Amazon UK