HUGHES TV AND AUDIO LIMITED
2021/22 Gender pay gap report

Registered address:
Hughes, Mobbs Way, Gorleston Road Industrial Estate, Lowestoft, Suffolk, NR32 3AL

Nature of business (SIC):
Administrative and support service activities, Wholesale and retail trade; repair of motor vehicles and motorcycles

Snapshot date:
5 April 2021

Employee headcount:
500 to 999 employees

Person responsible:
Nicola Heffer (Director of HR)

This employer has not provided extra information on their gender pay gap

Hourly pay gap
In this organisation, women earn £1.13 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 13.1% higher than men’s.
When comparing mean (average) hourly pay, women’s mean hourly pay is 4% higher than men’s.

**About median and mean**

**The percentage of women in each pay quarter**

In this organisation, women occupy 8.1% of the highest paid jobs and 14.9% of the lowest paid jobs.

<table>
<thead>
<tr>
<th>Pay Quarter</th>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper hourly pay quarter (highest paid)</td>
<td>8.1%</td>
<td>91.9%</td>
</tr>
<tr>
<td>Upper middle hourly pay quarter</td>
<td>14.9%</td>
<td>85.1%</td>
</tr>
<tr>
<td>Lower middle hourly pay quarter</td>
<td>20.7%</td>
<td>79.3%</td>
</tr>
<tr>
<td>Lower hourly pay quarter (lowest paid)</td>
<td>14.9%</td>
<td>85.1%</td>
</tr>
</tbody>
</table>

**About pay quarters**
**Bonus pay gap**

In this organisation, women earn £1.27 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 27.3% higher than men’s.

![Bar chart showing bonus pay gap]

When comparing mean (average) bonus pay, women’s mean bonus pay is 10.1% lower than men’s.

**Who received bonus pay**

- 86.3% of women
- 64.9% of men

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**Related content**

- Gender pay gap reporting
- Eight ways to understand your organisation's gender pay gap
- Four steps to developing a gender pay gap action plan
- Actions to close the gap