



Gender Pay Gap Reporting 2017

	Percentage of total UK headcount	Hourly Rate: Median	Hourly Rate: 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%	-0.7%	6.1%	0.0%	15.9%	45.9%	47.5%	F	32.7	27.2	33.1	30.1
								M	67.3	72.8	66.9	69.9
Amazon UK Services Ltd	84.9%	-0.1%	2.1%	-4.7%	-2.9%	38.8%	39.0%	F	30.0	30.3	29.2	30.1
								M	70.0	69.7	70.8	69.9
Amazon EU SARL, UK Branch	4.7%	19.0%	18.2%	39.0%	42.3%	93.5%	96.0%	F	62.9	50.0	45.4	42.5
								M	37.1	50.0	54.6	57.5
Amazon Development Centre (London) Limited	2.4%	17.2%	22.7%	19.0%	12.3%	94.6%	97.6%	F	30.9	10.7	19.7	8.2
								M	69.1	89.3	80.3	91.8
Amazon Web Services UK Limited	1.8%	18.4%	15.8%	47.1%	33.9%	95.3%	91.9%	F	34.8	10.9	14.1	17.4
								M	65.2	89.1	85.9	82.6
Amazon Video Limited	1.3%	56.0%	40.1%	71.8%	67.4%	93.8%	94.3%	F	76.1	64.2	50.0	38.5
								M	23.9	35.8	50.0	61.5
Amazon Online UK Limited	1.2%	17.4%	17.4%	26.4%	25.7%	93.9%	96.1%	F	62.5	40.6	53.1	36.5
								M	37.5	59.4	46.9	63.5

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