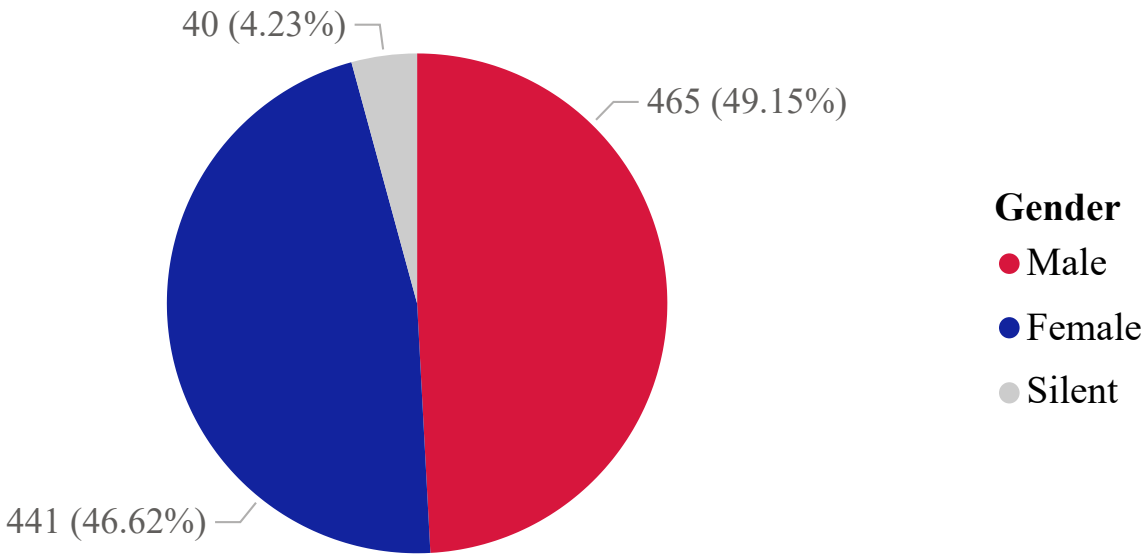
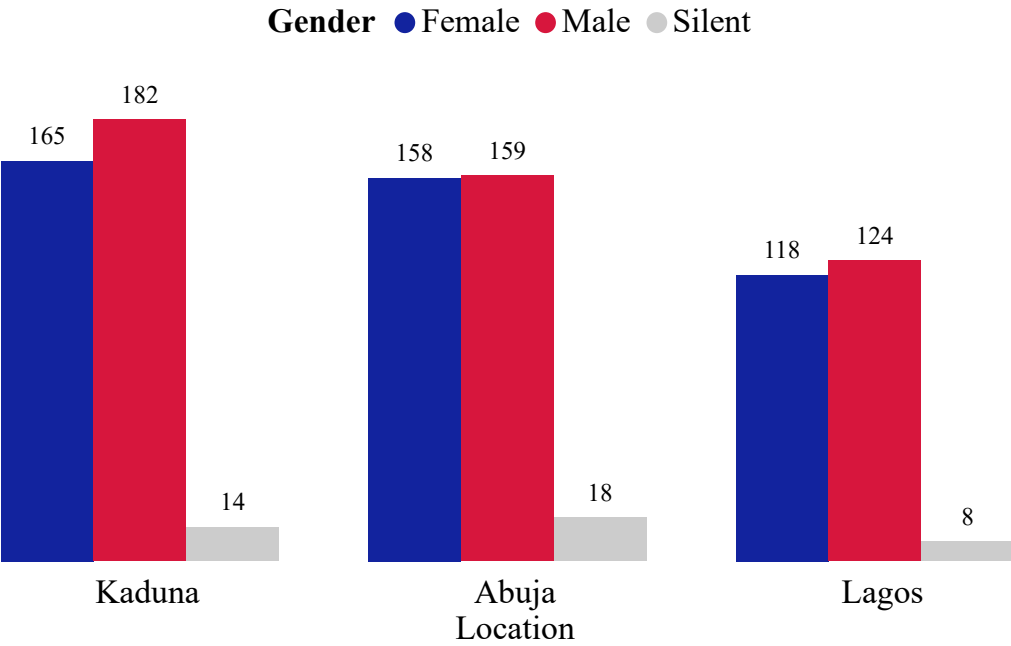


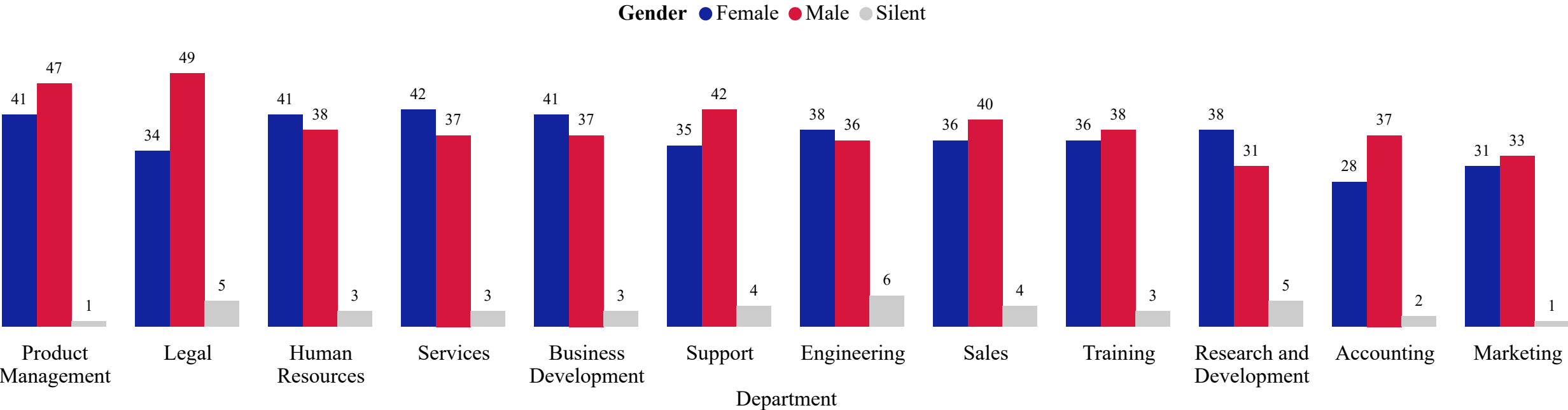
Gender Distribution of Palmoria Group

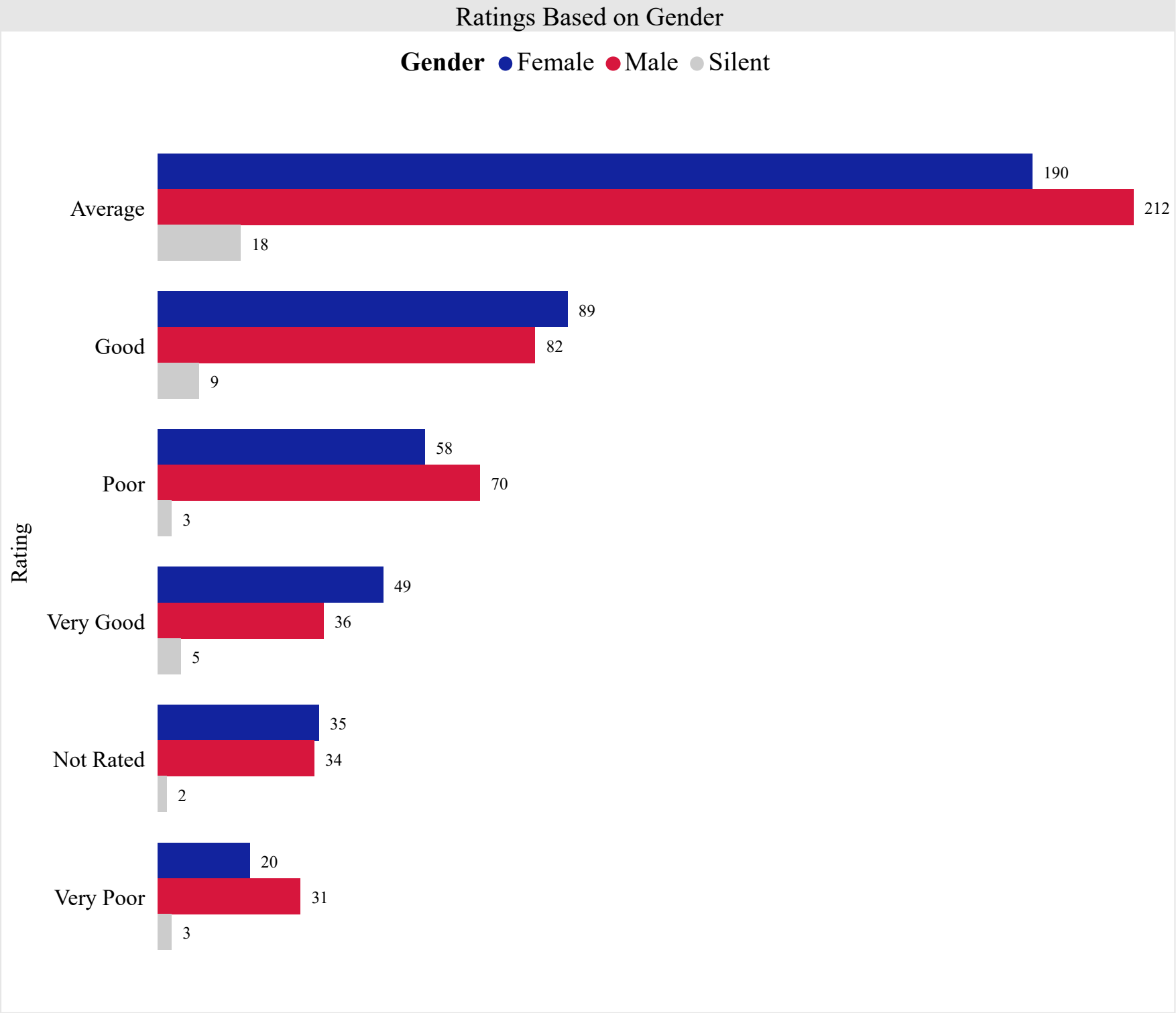


Gender Distribution by Location

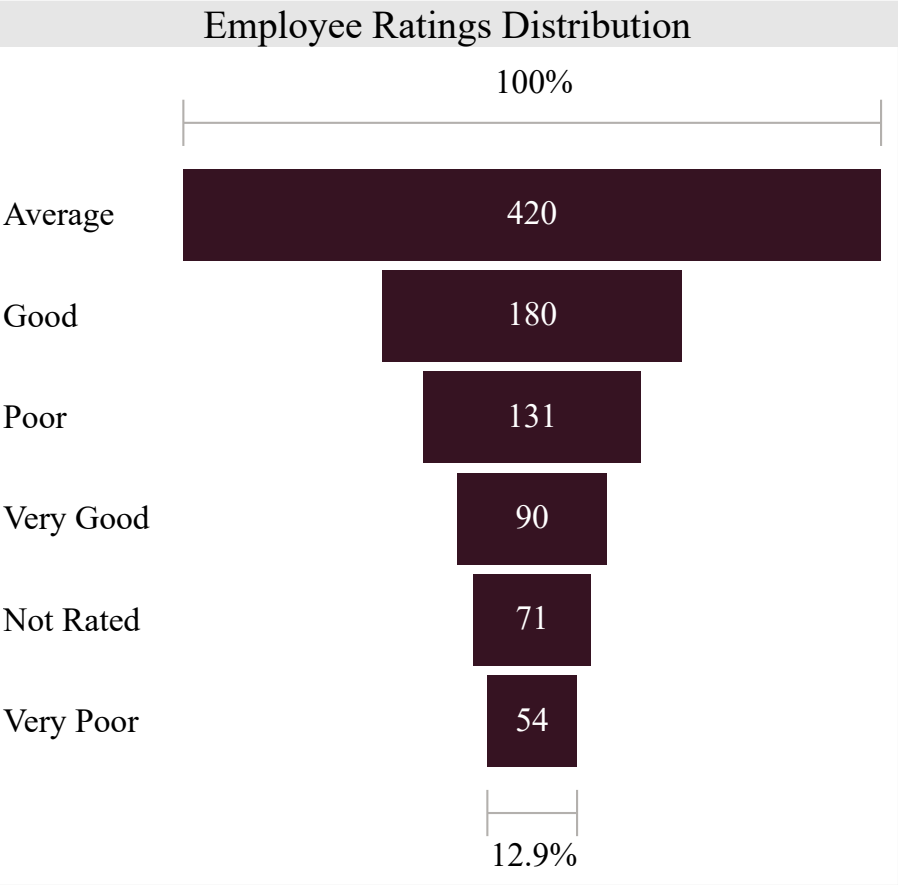


Gender Distribution by Department





Rating	Female	Male	Silent	Total
Average	190	212	18	420
Good	89	82	9	180
Not Rated	35	34	2	71
Poor	58	70	3	131
Very Good	49	36	5	90
Very Poor	20	31	3	54

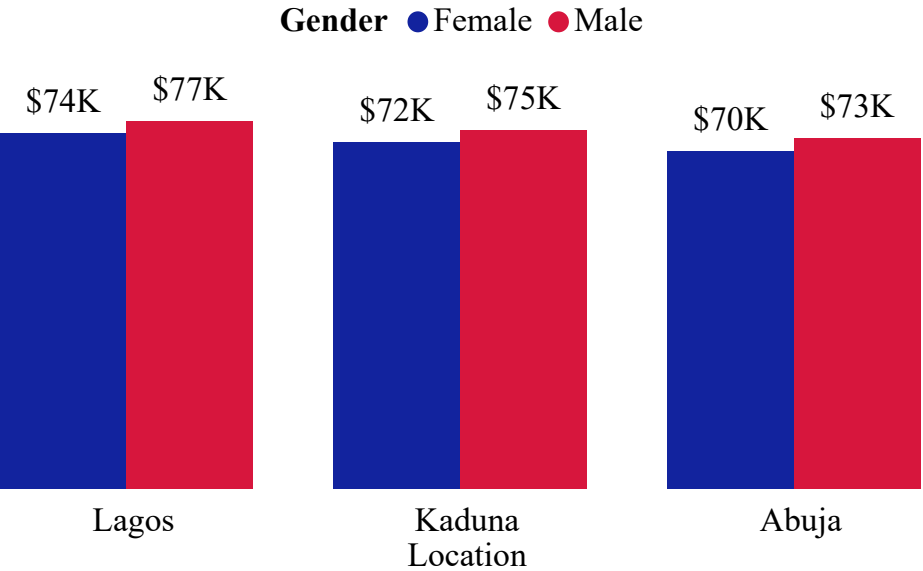


Palmoria Group Total Salary

\$69.72M

Gender	Total Salary	Average Salary
Male	\$34,777,130	\$74,789.53
Female	\$31,811,840	\$72,135.69
Silent	\$3,134,700	\$78,367.50

Average Gender Salary by Region

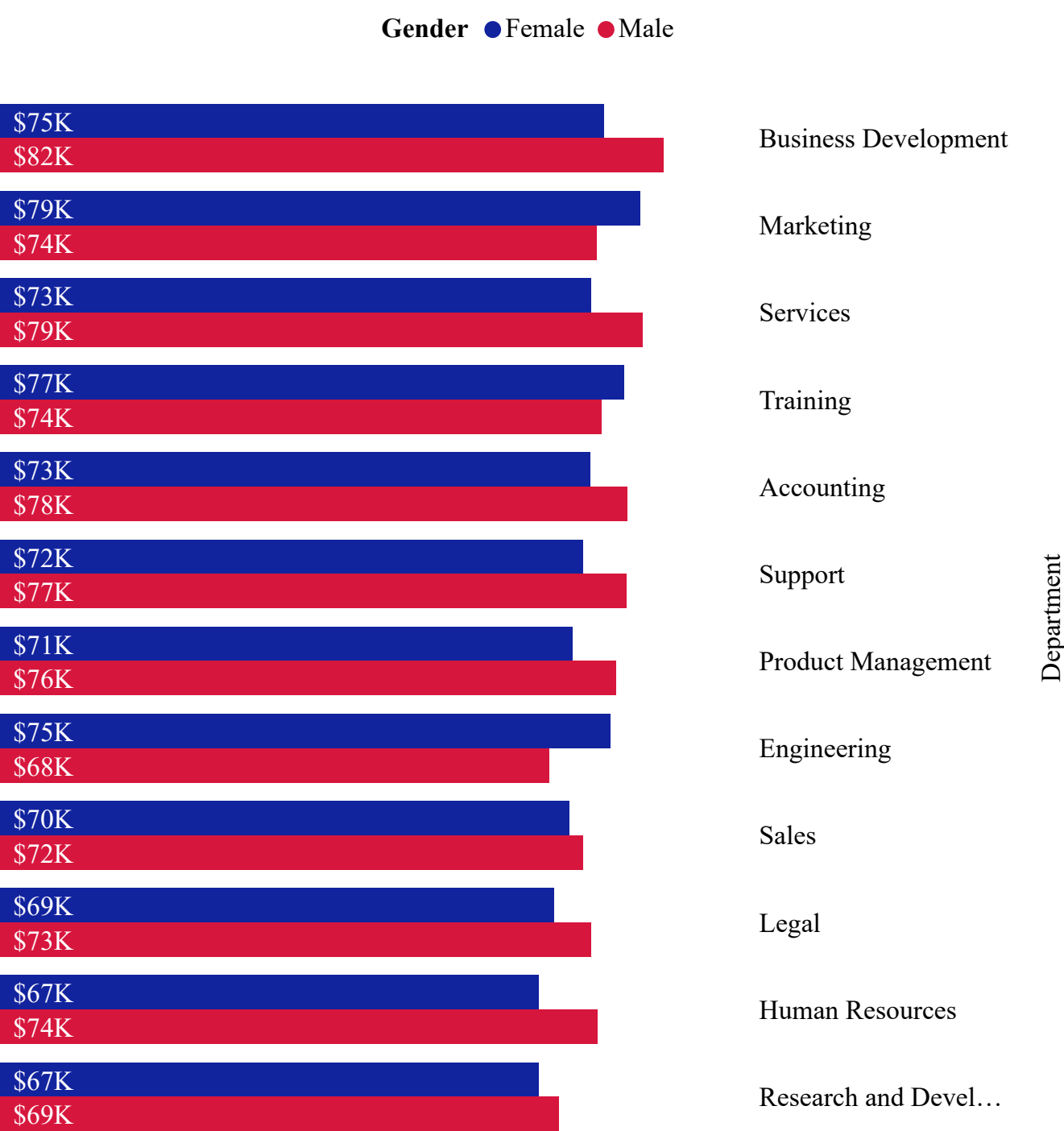


There is a gender pay gap in Palmoria Group.

All Regions are affected in the same proportion. The average salary of a male employee is \$3,000 greater than the average salary of a female employee.

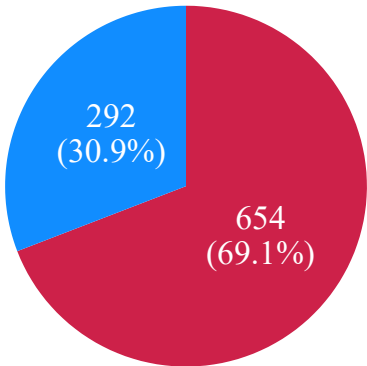
All the Departments in Palmoria Group are affected by the gender pay gap. However, major focus should be placed on Business Development, Services, Engineering and Human Resources Departments.

Average Gender Salary by Department



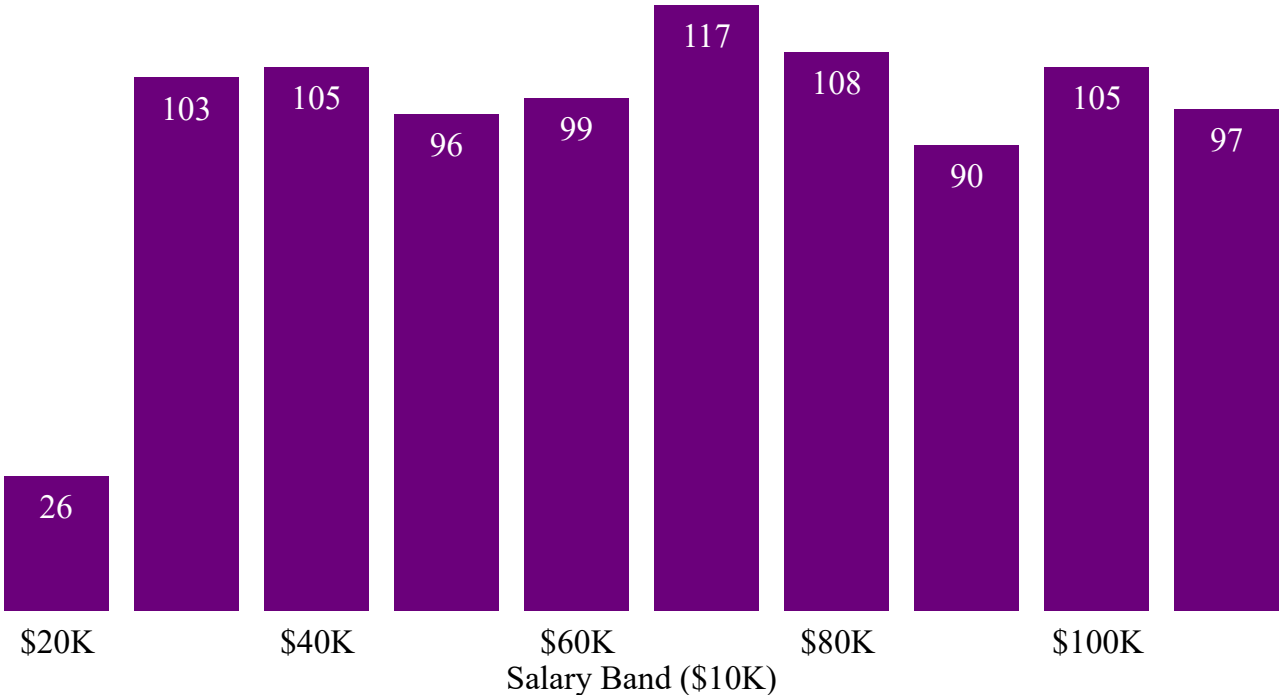
Palmoria Group Minimum Salary Requirement

Salary Requirement ● No ● Yes



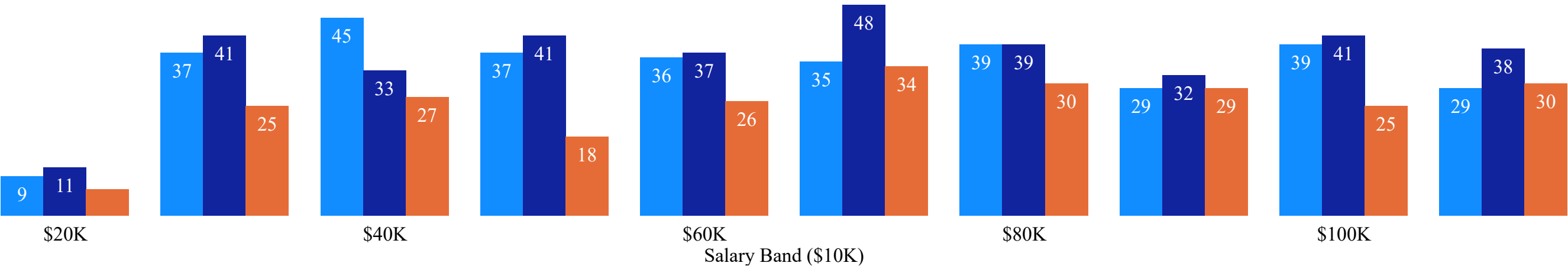
Palmoria Group does not meet the minimum salary requirement adopted for manufacturing companies, as 654 (69.1%) of employees earn less than \$90,000. Only 292 employees earn \$90,000 and above.

Employee Pay Distribution Grouped by a Band of \$10,000



Employee Regional Pay Distribution Grouped by a Band of \$10,000

Location ● Abuja ● Kaduna ● Lagos



Palmoria Group Bonus

\$2.2M

Total Bonus

Palmoria Group Salary

\$71.92M

Total Salary Inclusive of Bonus

The total amount to be paid out as bonus to individual employees based on individual ratings is \$2.2 million.

The total amount (Salary inclusive of bonus) to be paid out to individual employees is \$71.92 Million.

Total amount to paid out per region are as follows:

Abuja \$24.92 Million

Lagos \$19.53 Million

Kaduna \$27.48 Million

Total Pay Per Region

Location ● Kaduna ● Abuja ● Lagos

