



GENDER PAY GAP REPORT

WOMEN'S MEAN HOURLY PAY RATE IS 12.2% HIGHER THAN MEN'S
AND WOMEN'S MEDIAN HOURLY PAY RATE IS EQUAL TO MEN'S

For all employers with 250 or more employees it is now a legal requirement to calculate and publish their gender pay and gender bonus gaps as they are on the 5th April each year. The gender pay gap is the measure of the difference between the average pay for all women in the organisation compared to all men. It is a snapshot based on employees as at 5th April 2017 and is calculated using specific and detailed rules as set out in the legislation. It is important to note that the gender pay gap does not show differences in rate of pay for comparable jobs. The calculations are an average for all women and men employees, regardless of job role.

We are committed to ensuring everyone has an equal opportunity to develop their career at all levels. Our pay and reward structure ensures our people are paid the same regardless of their gender and we are confident that we are rewarding everyone equally for performance and experience.

TOP QUARTILE 71.3% men 28.7% women

UPPER MIDDLE QUARTILE 55.2% men 44.8% women

LOWER MIDDLE QUARTILE 70.1% men 29.9% women

LOWER QUARTILE 75.9% men 24.1% women

We are confident our pay structure is rewarding everyone equally
for performance and experience.

WOMEN'S MEAN BONUS PAY IS 14.4% HIGHER THAN MEN'S

WOMEN'S MEDIAN BONUS PAY IS 46.67% HIGHER THAN MEN'S

Our bonus scheme rewards performance based on individual and company overall performance and the high representation of women within the qualifying roles for participation in the bonus scheme, results in them earning more bonus than men.

10.3% OF MEN RECEIVED BONUS AND
7% OF WOMEN RECEIVED BONUS