



Gender Pay Gap Report

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|---|------|--------|
| Mean Gender Pay Gap in Hourly Pay | | 7% |
| Median Gender Pay Gap in Hourly Pay | | 0% |
| Mean Bonus Gender Pay Gap | | -19% |
| Median Bonus Gender Pay Gap | | 11% |
| | Male | Female |
| Proportion of Males and Females receiving a Bonus Payment | 3% | 4% |

| | | |
|--|------|--------|
| Proportion of Males and Females in each Pay Quartile | | |
| | Male | Female |
| Upper Quartile | 68% | 32% |
| Upper Middle Quartile | 45% | 55% |
| Lower Middle Quartile | 42% | 58% |
| Lower Quartile | 46% | 54% |

I confirm that the data reported is accurate.

Martin Evans
 Finance Director
 29 March 2018