

GENDER PAY GAP REPORT – 5TH APRIL 2018

| | | |
|--|--------------------------------|---------------------|
| 1. Mean Hourly Rate | 9% Men's hourly rate higher | |
| 2. Median Hourly Rate | -8% Women's hourly rate higher | |
| 3. Mean Bonus | 47% Men's bonus higher | |
| 4. Median Bonus | 0% bonus higher | |
| 5. Pay Quartiles | <u>Men</u> | <u>Women</u> |
| Upper Quartile | 87% | 13% |
| Upper Middle Quartile | 77% | 23% |
| Lower Middle Quartile | 83% | 17% |
| Lower Quartile | 93% | 7% |
| 6. % of employees receiving a bonus | <u>Men</u> | <u>Women</u> |
| | 78% | 76% |