



Gender Pay Gap Reporting

The information and data reported below is an accurate snapshot as at the required reporting date of 5 April 2018

% male / female employees	35.3% / 64.7%
Median gender pay gap	13.5%
Mean gender pay gap	19.1%
Median bonus pay gap	18.0%
Mean bonus pay gap	19.2%
% males / females receiving a bonus payment	47.3% / 46.9%
Upper quartile* (male/female %)	49.2% / 50.8%
Upper middle quartile (male/female %)	50% / 50%
Lower middle quartile (male/female %)	18.6% / 81.4%
Lower quartile (male/female %)	23.3% / 76.7%

* Quartiles are based on hourly pay rates