

Gender Pay Gap Report

Snapshot date 5 April 2019

Gender Pay Gap Data

Mean Gender Pay Gap	-18%
Median Gender Pay Gap	-5.7%
Mean Bonus Pay Gap	93.2%
Median Bonus Pay Gap	-1.3%
% Male employees who received a bonus	53.2%
% Female employees who received a bonus	6.5%

Quartiles

	Male	Female
Upper	86.5%	13.5%
Upper Middle	88.3%	11.7%
Lower Middle	98.2%	1.8%
Lower	88.3%	11.7%

This statement is accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gareth Jenkins
CEO

