



## Gender Pay Gap Report 2018

<b>Our mean gender pay gap is</b>	<b>20.9%</b>
<b>Our median gender pay gap is</b>	<b>0.0%</b>
<b>Our mean bonus gender pay gap is</b>	<b>80.7%</b>
<b>Our median bonus gender pay gap is</b>	<b>62.0%</b>

### Proportion Receiving a Bonus Payment

<b>Women</b>	<b>Men</b>
<b>51.9%</b>	<b>48.8%</b>

### Proportion in Each Pay Quartile

	<b>Women</b>	<b>Men</b>
<b>Lower</b>	<b>81.7%</b>	<b>18.3%</b>
<b>Lower Middle</b>	<b>93.1%</b>	<b>6.9%</b>
<b>Upper Middle</b>	<b>93.3%</b>	<b>6.7%</b>
<b>Upper</b>	<b>76.7%</b>	<b>23.3%</b>

I confirm that the data reported fully meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Robert N Edmonds**  
**Group Finance Director**