

JAEGER

Gender Pay Gap Report 2018

Our mean gender pay gap is	-4.2%
Our median gender pay gap is	-3.3%
Our mean bonus gender pay gap is	18.8%
Our median bonus gender pay gap is	-38.2%

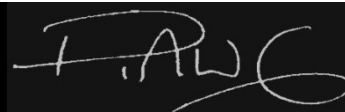
Proportion Receiving a Bonus Payment

Women	Men
36.6%	40.9%

Proportion in Each Pay Quartile

	Women	Men
Lower	82.5%	17.5%
Lower Middle	93.7%	6.3%
Upper Middle	88.7%	11.3%
Upper	89.9%	10.1%

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