

PEACOCKS

Gender Pay Gap Report 2018

Our mean gender pay gap is	12.5%
Our median gender pay gap is	0.8%
Our mean bonus gender pay gap is	56.0%
Our median bonus gender pay gap is	72.2%

Proportion Receiving a Bonus Payment

Women	Men
29.1%	31.8%

Proportion in Each Pay Quartile

	Women	Men
Lower	86.7%	13.3%
Lower Middle	91.5%	8.5%
Upper Middle	87.2%	12.8%
Upper	66.0%	34.0%

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