

## Gender Pay Gap Report 2018

<b>Our mean gender pay gap is</b>	<b>15.1%</b>
<b>Our median gender pay gap is</b>	<b>0.5%</b>
<b>Our mean bonus gender pay gap is</b>	<b>69.0%</b>
<b>Our median bonus gender pay gap is</b>	<b>46.2%</b>

### Proportion Receiving a Bonus Payment

<b>Women</b>	<b>Men</b>
<b>36.6%</b>	<b>29.6%</b>

### Proportion in Each Pay Quartile

	<b>Women</b>	<b>Men</b>
<b>Lower</b>	<b>88.5%</b>	<b>11.5%</b>
<b>Lower Middle</b>	<b>94.6%</b>	<b>5.4%</b>
<b>Upper Middle</b>	<b>90.3%</b>	<b>9.7%</b>
<b>Upper</b>	<b>81.2%</b>	<b>18.8%</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