



Gender Pay Gap Report 2017

Our mean gender pay gap is	21.9%
Our median gender pay gap is	2.1%
Our mean bonus gender pay gap is	89.9%
Our median bonus gender pay gap is	60.2%

Proportion Receiving a Bonus Payment

Women	Men
36.6%	51.5%

Proportion in Each Pay Quartile

	Women	Men
Lower	81.2%	18.8%
Lower Middle	93.7%	6.3%
Upper Middle	90.4%	9.6%
Upper	77.8%	22.2%

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