

PEACOCKS

Gender Pay Gap Report 2017

Our mean gender pay gap is	12.0%
Our median gender pay gap is	0.0%
Our mean bonus gender pay gap is	54.8%
Our median bonus gender pay gap is	13.3%

Proportion Receiving a Bonus Payment

Women	Men
45.8%	29.4%

Proportion in Each Pay Quartile

	Women	Men
Lower	84.5%	15.5%
Lower Middle	84.8%	15.2%
Upper Middle	89.1%	10.9%
Upper	71.3%	28.7%

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