



Gender Pay Gap Report

Snap shot date: 5th April 2017

Pay gap between male & female employees

	Mean	Median
Hourly fixed pay	12.6%	17.3%
Bonus paid	-17.2%	-137.5%

	Male	Female
Bonus eligibility	72.1%	53.4%

Quartiles based on hourly fixed pay

	Male	Female
Upper quartile	91.6%	8.4%
Upper middle quartile	99.1%	0.9%
Lower middle quartile	76.6%	23.4%
Lower quartile	77.1%	22.9%

Alec Kokinis

Company Secretary