



Gender Pay Gap Report

Snap shot date; 5th April 2018

Pay gap between male & female employees

| | Mean | Median |
|------------------|--------|--------|
| Hourly fixed pay | 14.4% | 19.5% |
| Bonus paid | -33.6% | -88.6% |

| | Male | Female |
|-------------------|-------|--------|
| bonus eligibility | 76.0% | 60.0% |

Quartiles based on hourly fixed pay

| | Male | Female |
|-----------------------|-------|--------|
| Upper quartile | 93.4% | 6.6% |
| Upper middle quartile | 96.3% | 3.7% |
| Lower middle quartile | 78.3% | 21.7% |
| Lower quartile | 78.5% | 21.5% |

Alec Kokinis

Company Secretary