

SNAPSHOT DATE: 31 MARCH 2019

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	15.6%	18.6%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	9%	25%	34%	30%

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Female (% females to all employees in each quartile)	91%	75%	66%	70%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:J Ansell..... Date:23/03/2020.....

Status/position:Finance Director.....