



Workforce Gender Pay Gap report for the period up to & including 5th April 2019

Payroll

| | |
|-------------------------|--------|
| Mean gender pay gap | -4.19% |
| Median gender pay gap | 0.00% |
| Mean gender bonus gap | 48.58% |
| Median gender bonus gap | 65.67% |

| | Male | Female |
|--|--------|--------|
| Proportion receiving a bonus | 8.51% | 20.81% |
| Proportion in lower quartile band | 51.81% | 48.19% |
| Proportion in lower middle Quartile band | 57.83% | 42.17% |
| Proportion in upper middle Quartile band | 59.04% | 40.96% |
| Proportion in upper Quartile band | 56.10% | 43.90% |

I confirm the information provided is accurate.

David Alekna Company secretary.

Explanatory Notes:

The report shows there is no discrimination within our salaries.

We have senior female employees at Branch manager level and also two recently appointed to the Board at Director Level.

We have a higher percentage of female employees compared to male.

The reported commission/ bonus figures are paid monthly for the previous month's activities.

We don't discriminate between male and female employees.

Pay scales depend on the experience and role undertaken. In theory, we could reduce any future imbalance by employing more male receptionists and resourcers which are the lower paid functions within the company, but as there is no discrimination it depends on who applies for the vacancies and who is the best person for the job. We do not intend to change our employment methods to artificially manipulate the figures for Gender Pay Gap reporting.

During the last year there has been a significant increase in the number of female employees receiving a bonus.