



Workforce Gender Pay Gap report for the period up to & including 5th April 2018

Payroll

Mean gender pay gap	0.00%
Median gender pay gap	0.00%
Mean gender bonus gap	42.38%
Median gender bonus gap	37.46%

	Male	Female
Proportion receiving a bonus	8.16%	12.50%
Proportion in lower quartile band	57.63%	42.37%
Proportion in lower middle Quartile band	59.32%	40.68%
Proportion in upper middle Quartile band	64.41%	35.59%
Proportion in upper Quartile band	55.56%	44.44%

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 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 more female employees are within the upper quartile band compared to the previous year.