

Gender Pay Gap Report

Snapshot date 5 April 2017

Gender Pay Gap Data

Mean Gender Pay Gap	-42.9%
Median Gender Pay Gap	-51.8%
Mean Bonus Pay Gap	100%
Median Bonus Pay Gap	100%
% Male employees who received a bonus	1%
% Female employees who received a bonus	0%

Quartiles

	Male	Female
Upper	87.9%	12.1%
Upper Middle	99.2%	0.8%
Lower Middle	98.4%	1.6%
Lower	95.1%	4.9%

This statement is accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gareth Jenkins
CEO