

GENDER PAY STATEMENT

We have a mean gender pay gap of 21.9%, this is due to the fact that the majority of the companies' highest paid employees (and directors) are male, and that there are fewer relevant male employees (207 male vs 348 female). As a result, the male mean hourly pay is skewed upwards. The median gender pay gap which is not affected by these circumstances is 1.1%.

The company is structured so that bonuses are more easily available to full time head office staff, as well as senior part time staff. Bonuses are also usually paid as a percentage of regular salary, so higher earning staff command a higher bonus. Taking into account that a larger proportion of these staff, as well as the highest paid of these staff are male, as well as there being fewer male staff overall, results in a mean bonus pay gap of 87.7%, a median bonus pay gap of 65.7%, as well as 8.2% of male staff receiving a bonus compared to 2.3% of female staff.

Due to the larger amount of female staff, there are more females in each of the four quartiles, in particular the middle two which make up the majority of our higher paid part time staff.

Average gender pay gap as a mean average	21.9%	
Average gender pay gap as a median average	1.1%	
Average bonus gender pay gap as a mean average	87.7%	
Average bonus gender pay gap as a median average	65.7%	
	Male	Female
Proportion of males and females receiving a bonus payment	8.2%	2.3%
Proportion of males and females in each pay quartile	Male	Female
Lower quartile	49.6%	50.4%
Lower middle quartile	16.5%	83.5%
Upper middle quartile	37.4%	62.6%
Upper quartile	45.7%	54.3%

Signed:



Charlie Mowat, Founder and CEO