

2017 GENDER PAY GAP REPORT

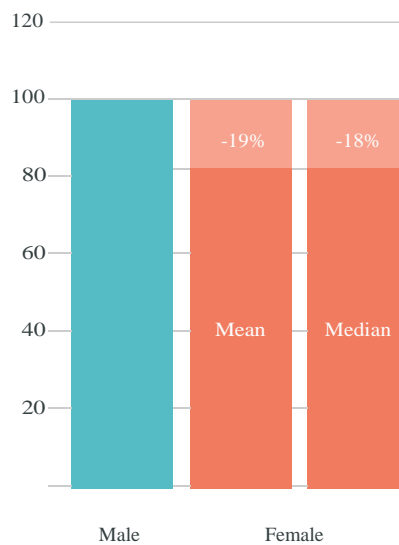
Headline gender pay gap figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

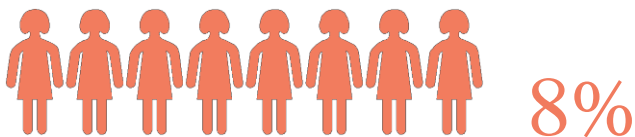
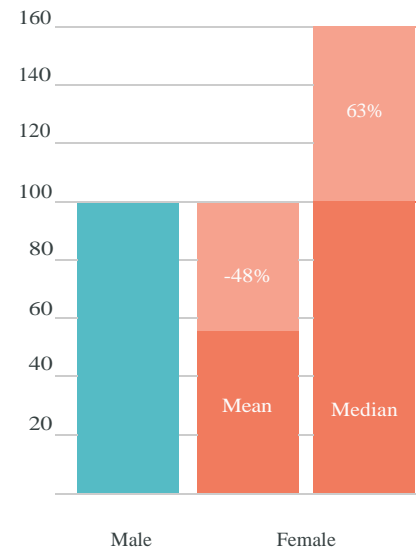
The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

These figures are provided in the charts opposite based on hourly rate of pay as at 5 April 2017 and bonuses (performance awards) paid in the year to March 2017.

Gender pay gap



Gender bonus gap



Proportion of male and female colleagues receiving a bonus (performance award) payment

Colleagues at all levels across the Group are awarded a quarterly and annual performance award depending on performance.

Proportion of male and female colleagues in each pay quartile

This chart shows the gender split when we order hourly rates of pay from lowest to highest, and then group them into four equal quartiles.

