

# OUR 2017 GENDER PAY GAP REPORT

Gemporia is an equal opportunity employer, we are fully committed to a policy of treating all our employees fairly and equally. Our company is opposed to all forms of discrimination.

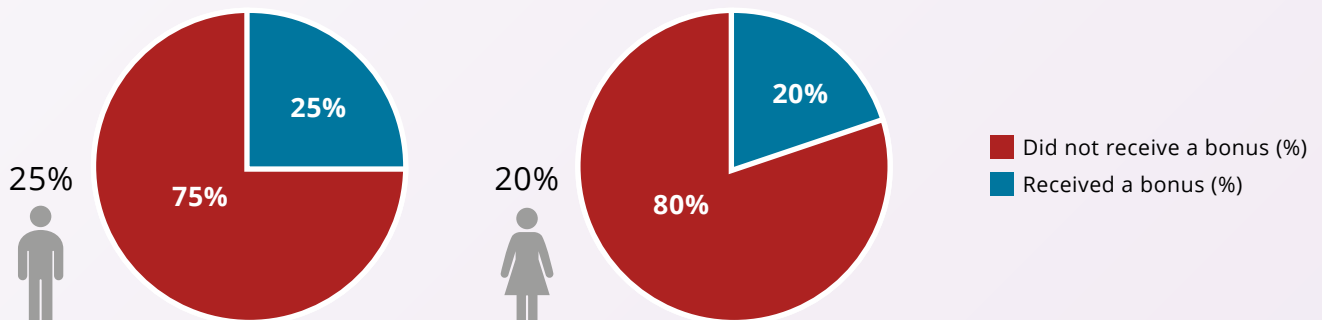
The following report is based on a workforce of 332. As at April 2017 the gender split is 191 females and 141 males employed.

## Pay & Bonus Gap

| Difference between Men and Women |            |            |
|----------------------------------|------------|------------|
|                                  | Mean       | Median     |
| <b>Women's Hourly fixed pay</b>  | 15% higher | 14% lower  |
| <b>Women's Bonus paid</b>        | 12% higher | 14% higher |

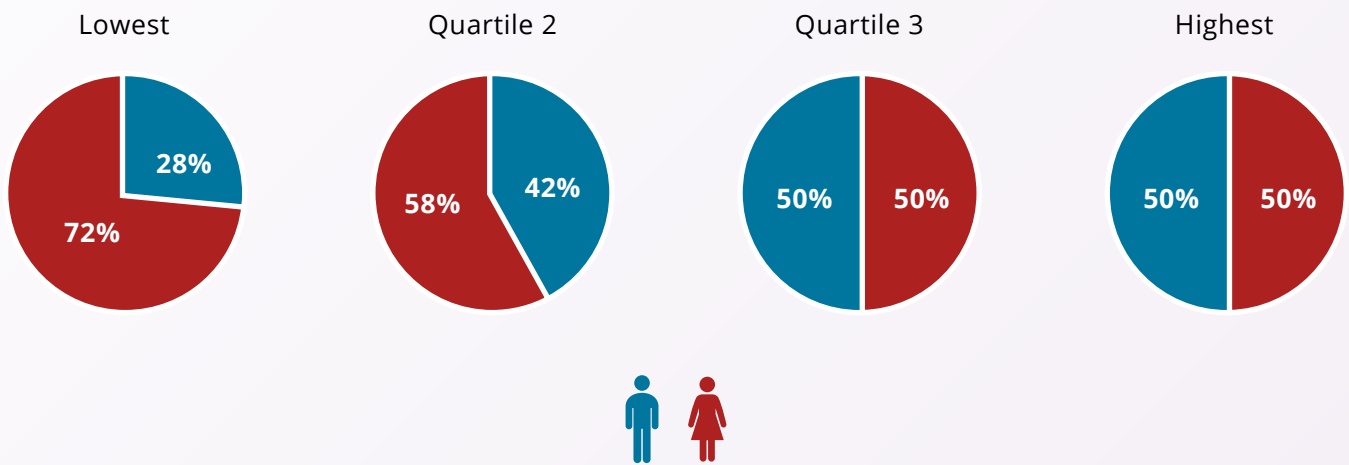
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at Gemporia in the year up to 5 April 2017.

## Proportion of colleagues awarded a bonus for 2016/2017



# OUR 2017 GENDER PAY GAP REPORT cont'd

## Pay Quartiles



The above image illustrates the gender distribution at Gemporia across four equally sized quarterlies, each containing 83 members of staff.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

I confirm the data reported is accurate.

**John Bennett**  
Co-Founder & Managing Director