

# OUR 2018 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.

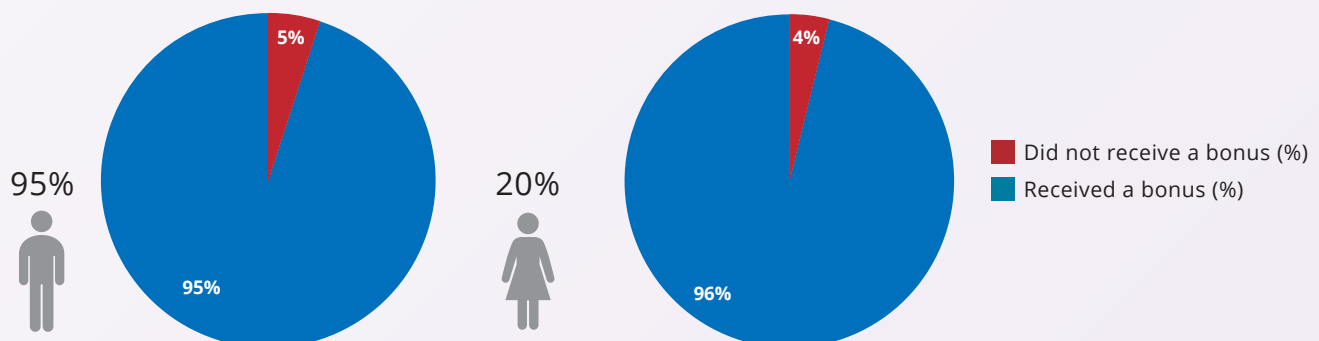
The following report is based on a workforce of 312. As at April 2018 the gender split is 175 females and 137 males employed.

## Pay & Bonus Gap

Difference between Men and Women		
	Mean	Median
Women's Hourly fixed pay	6% higher	23% lower
Women's Bonus paid	6% higher	17% lower

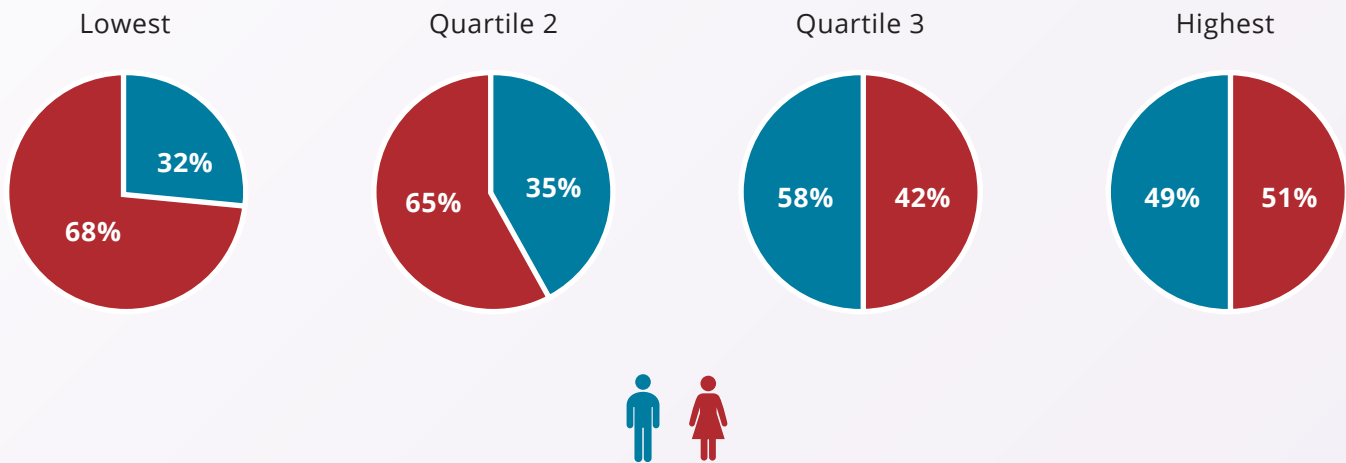
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Gemporia in the year up to 5 April 2018.

## Proportion of colleagues awarded a bonus for 2017/2018



# OUR 2018 GENDER PAY GAP REPORT cont'd

## Pay Quartiles



The above image illustrates the gender distribution at Gemporia across four equally sized quarterlies, each containing 78 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