

GENDER PAY GAP REPORT

Under duties set out in the Equality Act 2010, the Company is required to publish information on its gender pay gap. This includes the percentage difference, amongst its employees, between men's average hourly pay and women's average hourly pay.

The gender pay gap report was created on 5th April 2017 and the findings were as follows:

1. Mean Gender Pay Gap

Male mean hourly rate of pay is 4.8% higher than female mean hourly rate of pay.

2. Median Gender Pay Gap

Female median hourly rate of pay is 0.7% higher than male median hourly rate of pay.

3. Mean Bonus Gender Pay Gap

Male mean hourly bonus is 13.8% higher than female mean hourly bonus.

4. Median Bonus Gender Pay Gap

There is no gender pay gap between male and female median hourly bonuses.

5. Proportion of Males & Females Receiving a Bonus

Male:	Female:
8%	6%

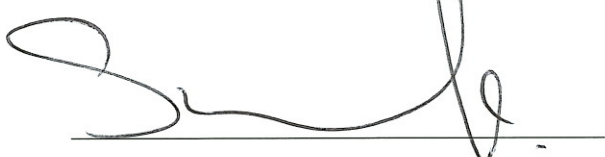
6. Quartile Salary Range Banding:

	Male:	Female:
First Quartile	66%	34%
Second Quartile	66%	34%
Third Quartile	63%	37%
Fourth Quartile	75%	25%

These pay gaps have been investigated and the findings show that there are fewer female employees:

- working/applying to work 2-shift pattern therefore not receiving shift allowance
- working/applying to work in Area Field Sales roles therefore not receiving bonuses
- working/applying to work in skilled Engineering/Mechanicals roles.

Guidance from documentation produced by the Government Equalities Office was taken in respect to data and calculations to be used when preparing the pay gap report and the information provided herein is accurate as at the date of the report being produced being 5th April 2017.



Date: 5th April 2017

Signed on behalf of the Board of Directors by Simon Monk – Chief Executive Officer & Finance Director