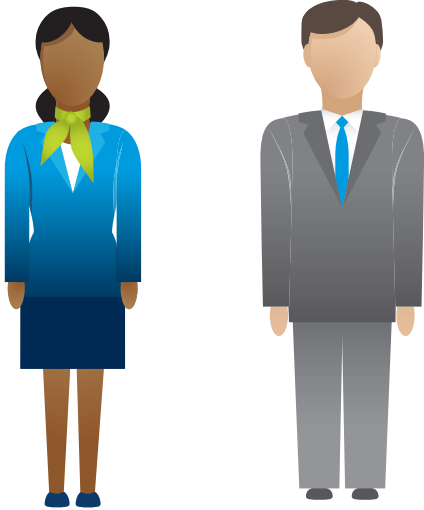


# GENDER PAY GAP REPORT 2018

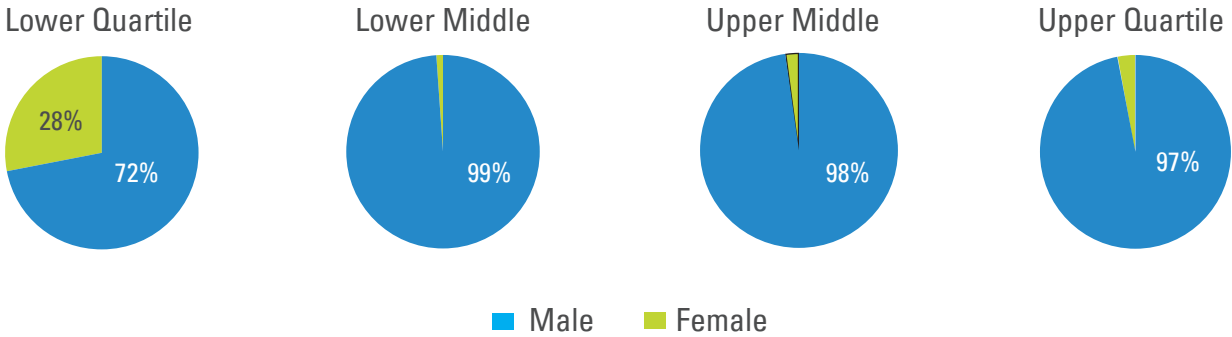
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Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Mean Gender Pay Gap	30%
Median Gender Pay Gap	34%
Mean Bonus Gender Pay Gap	-117%
Median Bonus Gender Pay Gap	-38%



The proportion of males / females in each quartile pay band is as follows:



Proportion of employees receiving a bonus:



Alison Porter, HR Manager  
March 2018

MMO - Northwest Europe

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