



CHURCH & CO. LTD GENDER PAY GAP REPORT
5TH APRIL 2017

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Gender Pay Gap Legislation was introduced in April 2017 requiring all private sector employers of 250 or more employees to publish their gender pay gap data based on the snapshot date of 5th April 2017. The Gender Pay Gap is the difference between the average earnings of male and female, expressed relative to male's earnings. The data below has been compiled in line with the legislative requirements.

The table below shows the overall mean and median based on hourly rates as at 05th April 2017.

Hourly rate difference between male and female employees 5th april 2017

<i>Hourly Rate</i>	<i>Mean</i>	<i>Median</i>
Females Hourly Rate	17% Lower	18% Lower

The table below shows the distribution of rates across four quartiles, giving the proportion of females and males in each.

Pay Quartiles 5th april 2017

<i>Quartile</i>	<i>Female</i>	<i>Male</i>
Lower	60%	40%
Lower Middle	61%	39%
Upper Middle	61%	39%
Upper	24%	76%

The table below shows the overall mean and median based on bonuses paid within the year up to 5th April 2017.

Bonus difference between male and female employees

<i>Bonus Payment</i>	<i>Mean</i>	<i>Median</i>
Females Bonus Pay	84% Lower	54% Lower

The table below shows the total number of bonuses paid by gender within the year up to 5th April 2017.

Number of male and female employees who received a bonus payment

	<i>Female</i>	<i>Male</i>
Bonus Payment	15%	22%

I confirm that data within this statement is in line with the legislative requirements and is accurate.

Anthony Romano
Chief Executive Officer
March 2018