

# OUR 2018 GENDER PAY GAP REPORT

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

## PAY AND BONUS GAP

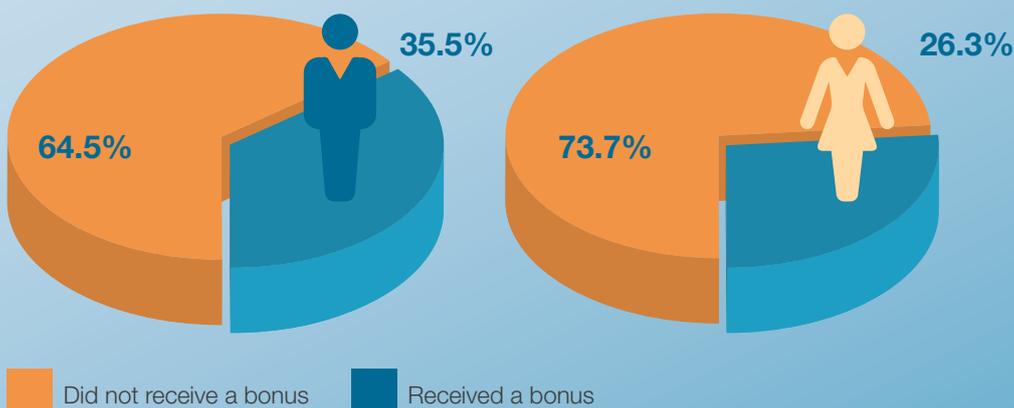
### Difference between men and women

	Mean	Median
<b>Hourly fixed pay</b>	+35.73%	+31.25%
<b>Bonus paid</b>	+64.25%	+23.56%

(+ indicates men are paid more than women)

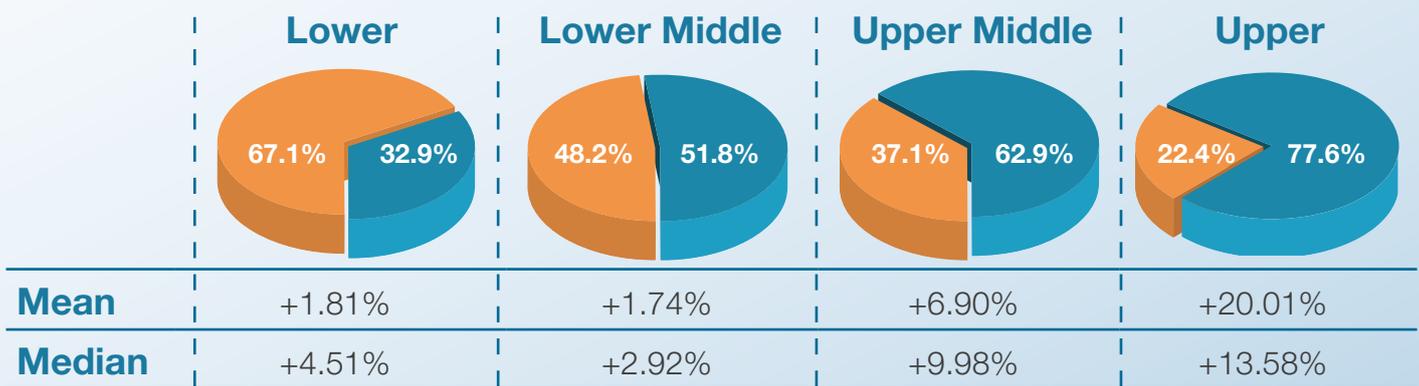
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Bellrock in the year up to 5<sup>th</sup> April 2018, i.e. for the 2017/2018 performance year.

## Proportion of colleagues awarded a bonus for 2018



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## PAY QUARTILES



Pay Gap  Men  Women

(+ indicates men are paid more than women)

The above figures illustrate the gender distribution at Bellrock across four equally sized quartiles, each containing 143 employees, an increase of 31 employees per quartile on the previous year.

Our records indicate that all staff are paid the same rate for equivalent roles and that our pay gap is driven by the proportion of women in senior positions.

We have acquired a number of businesses in 2017/2018 where the workforce is predominantly male, which has had an impact on our figures.

Our aim is to attract, recruit, promote and transfer the best talent for the role, irrespective of gender, race, disability, sexual orientation, age or religion, particularly in senior roles. We are confident that this balanced approach will narrow the overall gender pay gap over time as evidenced by the fact that our gender pay gap in the Upper Quartile has improved by 5% in the last year.

I confirm the data reported is accurate.



**David Smith**  
Chief Executive Officer

February 2019