



Accordial Limited

Gender Pay Gap Report—2017

Introduction

Within the UK, from 2018, any employer with a headcount of more than 250 employees must publish their gender pay gap report on their company website and on a designated government website. The report is formulated from data taken on the “snapshot date” of 5th April each year.

The gender pay gap differs from equal pay.

Equal pay addresses the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average (mean or median) pay between men and women. The differences are expressed as percentages and can provide valuable information for assessing the levels of equality in the workplace and how effectively talent is being maximised.

To formulate the report, there are six calculations required to be reported upon;

1. Gender pay gap as a mean average
2. Gender pay gap as a median average
3. Bonus gender pay gap as a mean average
4. Bonus gender pay gap as a median average
5. Proportions of males and females receiving a bonus payment
6. Proportions of males and females pay within four groups (quartile pay bands) ordered from lowest to highest

Report Data

As at 5th April 2017, Accordial Limited employed;

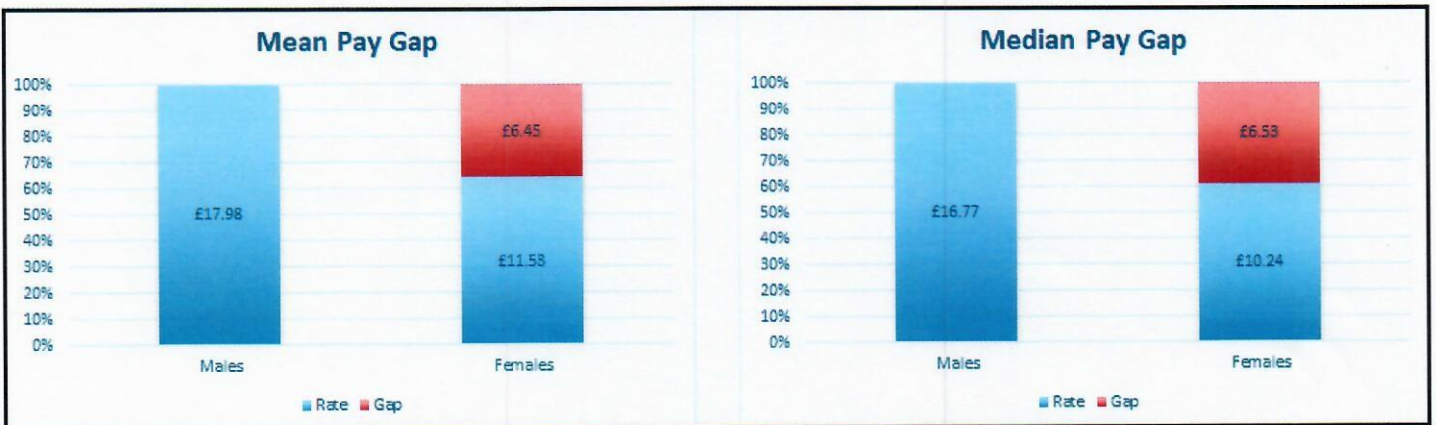
Males = 21

Females = 10

Total = 31

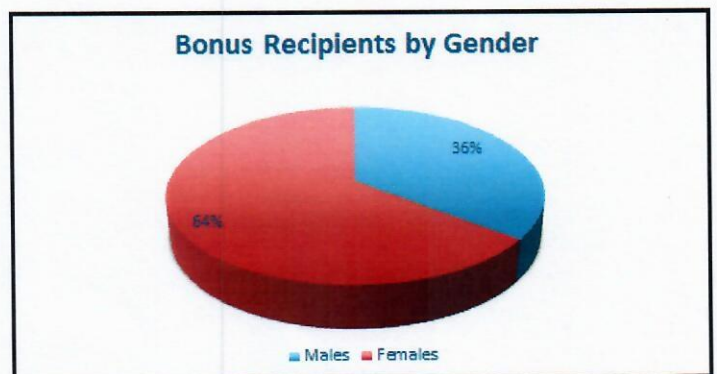
Pay Gap

| Gender Pay Gap | | | | | | | | |
|------------------|--------|--------|------------------|----------------|-----------------------|-----------------------|----------------|--|
| | Mean | Median | | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile | |
| Males | £17.98 | £16.77 | Min | £8.82 | £10.90 | £15.38 | £19.16 | |
| Females | £11.53 | £10.24 | Max | £10.54 | £15.33 | £18.72 | £45.51 | |
| Pay Gap | £6.45 | £6.53 | % Males | 37.5 | 62.5 | 75 | 100 | |
| % Pay Gap | 35.9 | 38.9 | % Females | 62.5 | 37.5 | 25 | 0 | |

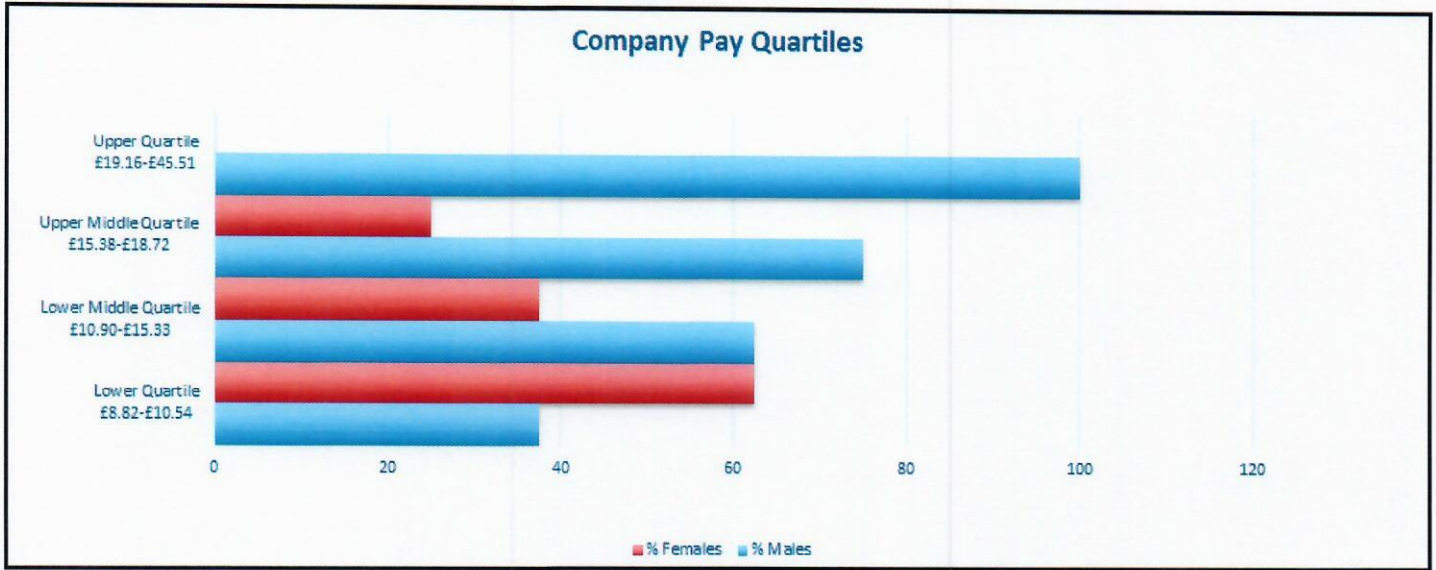


Bonus Gap

| Gender Bonus Gap | | | |
|--------------------|----------------|---------|---------|
| | Received Bonus | Mean | Median |
| % Males | 33.3 | £712.31 | £333.33 |
| % Females | 60.0 | £276.67 | £290.00 |
| % Bonus Gap | -26.7 | 61.2 | 13.0 |



Pay Quartiles



| Quartile Analysis | | |
|---|----------------|------------------|
| Quartile | % Males | % Females |
| Lower Quartile £8.82-£10.54 | 37.5 | 62.5 |
| Lower Middle Quartile £10.90-£15.33 | 62.5 | 37.5 |
| Upper Middle Quartile £15.38-£18.72 | 75 | 25 |
| Upper Quartile £19.16-£45.51 | 100 | 0 |

Conclusion

Upon reviewing the data, our mean average pay gap is 35.9%, which is significantly above the UK average national gender pay gap of 18.4% (ONS) in 2016.

This part of the business, since acquisition in December 2016, is going through large scale changes in order to ensure effective viability and sustainability and therefore, we believe that these changes will have a positive impact in this area, amongst many others.

Declaration

I can confirm that the data as reported is accurate

Signed;

Andrew Waterhouse
Finance Director