



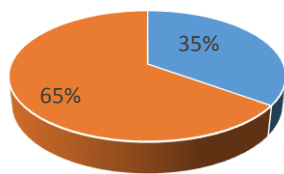
**LIFEPLUS EUROPE LIMITED**

**GENDER PAY GAP REPORT**

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers as at 5<sup>th</sup> April 2017.

The table below shows our pay gap which, as at that date, reports there was a 7.3% hourly pay gap in favour of the male workforce:

**WORKFORCE PROFILE %**



■ Men ■ Women

Mean Gender Pay Gap in hourly pay	7.3%
Median Gender Pay Gap in hourly pay	-0.8%
Difference in mean bonus payments	27.4%
Difference in median bonus payments	0.0%

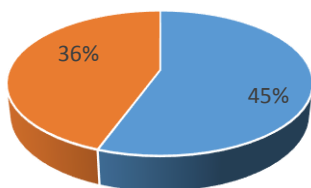
At Lifeplus Europe there is a 7.3% gender pay gap favouring men which is from the upper quartile of salaries, of which the majority are in the managers group. There is a minimal gender pay gap in the other quartiles.

There is a large variety of different roles in the managers group, which have mostly been created in the last few years as the company has grown. To ensure fairness and transparency we will create pay bands, and communicate this as part of our 2018 annual pay review process. We will ensure our recruitment processes and ways of working encourage women into manager roles at Lifeplus Europe.

**BONUS PAY**

Current figures show that 45% of men and 36% of women were paid a bonus in the 12 month period to 5<sup>th</sup> April 2017 and the mean difference between men and women was 27.4% in favour of the male workforce. However, our median difference is 0.00%. We have taken steps to reduce our bonus pay gap with the introduction of a new pay review procedure which ensures that bonus payments are made across all departments in line with specific criteria.

**BONUS %**



■ Men ■ Women

## PAY QUARTILES

At Lifeplus we have a good balance between male and female colleagues in all of the pay quartiles.

