

Scott Dunn Limited

Gender Pay Gap Reporting Submission for Snapshot Date 5 April 2018

Mean Gender Pay Gap

Male Hourly Rate- Female Hourly rate/ male Hourly Rate (as %)

-9.8% (April 2017 = **-5.5%**)

Mean Bonus Gender Gap

Male Mean bonus – Female mean bonus/Male mean bonus (as %)

-34.0% (April 2017 = **-121.9%**)

Median Gender Pay Gap

Male median hourly rate – Female median hourly rate/Male median hourly rate (as %)

-33.2% (April 2017 **-14.5%**)

Median Bonus Gender Pay Gap

Male Median Bonus – Female Median bonus/ Male Median (as %)

18.28% (April 2017= **-95.6%**)

Male Female bonus proportion

Males 48.3% (38.9%)

Female 72.0% (58.7%)

Males/Females in each quartile pay band

	Males		Females		Males %		Female %	
	2018	2017	2018	2017	2018	2017	2018	2017
LQ	33	20	20	48	62.2	29.4	37.7	70.6
LMQ	14	24	40	44	25.9	35.3	74.0	64.7
UMQ	12	16	42	53	22.2	23.2	77.7	76.8
UQ	10	7	44	61	18.5	10.3	81.4	89.7

Supporting Statement

I can confirm that the published information is accurate and we have complied in full with the requirements for this submission. We are pleased that this submission for our UK based Operation

continues to show strong pay bias towards our predominantly female team, reflecting the fact that 67% of our UK workforce is female.

Whilst not in the scope of this submission we operate an equal pay policy and have no incidences of male and female employees being paid differently for the same role.

A handwritten signature in black ink, appearing to be 'Sonia Davies', with a small comma at the end.

Sonia Davies

CEO