

GENIUS 2018 GENDER PAY GAP REPORT

We are committed to fairness and equality across Genius and to reduce the gender pay gap. This commitment is supported by our people policies and ongoing consultation with our employee forum.

During 2018 we continued to put in place gender monitoring in areas such as job applications, appointments and promotions and will have a base to track against going forward. We continue to introduce salary plans where we identify salaries that need to be addressed from a gender or market rate perspective.

I am pleased to confirm that we have seen a significant reduction in the mean (average) pay differences between male and female reducing from 9.5% to 4.3% during 2017/18 as a result of our focus. We also continue to have a low median pay difference of 3.2% which compares favourably with external UK data.

Our data is produced to meet our statutory reporting requirements and will be displayed across our sites and on our website to demonstrate our progress.



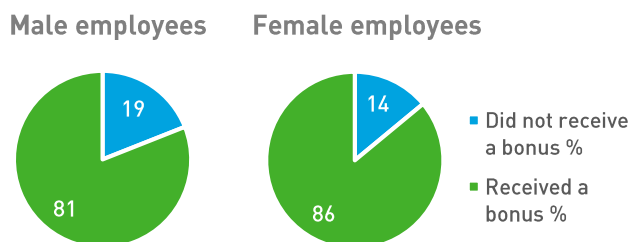
Jeremy Bradley
Chief Executive Officer

March 2019

Pay & Bonus Gap: The table below shows the overall mean and median gender pay gap on hourly rates of pay and bonuses paid at the snapshot date (i.e 5 April 2018). Bonus payments also include one off pay award lump sums; long service awards etc.

Difference between man and woman		
	Mean	Median
Hourly Pay	4.3%	3.2%
Bonus Paid	40.2%	-100%

Proportion of employees awarded a bonus in the year to April 2018.



Gender distribution at Genius across four equally sized quartiles each containing 64 employees.

