

# Our 2018 Gender Pay Gap Report

We strive to provide an inclusive environment in which opportunities and recognition are equally accessible to all employees; regardless of factors including gender, race, disability, age, sexual orientation, religion, work pattern etc.

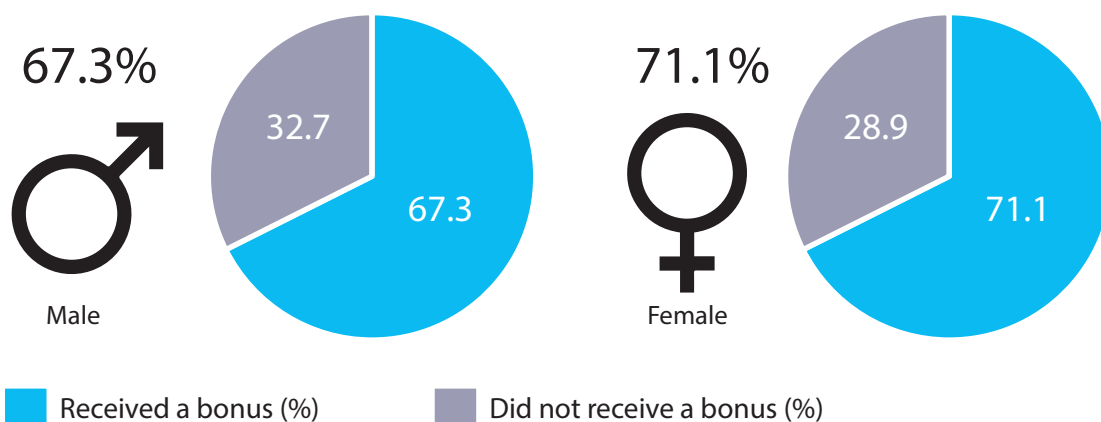
Reducing our gender pay gap is a long term commitment we have undertaken and is underpinned by our company values.

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Pay Gap	24.6%	27.9%
Bonus Gap	61.6%	43.6%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as paid in the month of April 2018. It also captures the mean and median difference between bonuses paid to men and women at the Northview Group in the year up to 30 April 2018, i.e. for the 2017/18 performance year.

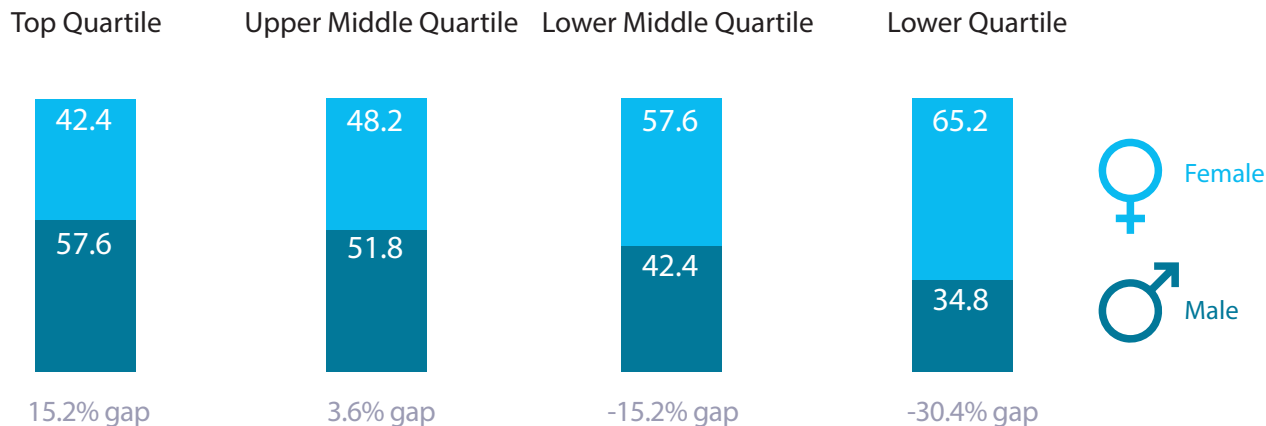
## Proportion of colleagues awarded a bonus



This shows a -3.8% difference between the number of men and women being paid a bonus for their performance in 2017/18.

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## Pay Quartiles



The Northview Group's gender pay and bonus gaps are consistent with our business sector. It's a challenge that we understand, however, we accept that steps to improve will be gradual and will involve internal and external cultural change.

We continuously review our people related processes and their application to understand the impact on the Gender Pay and Bonus gaps. In addition, a review to establish the facts behind our environment from a Diversity and Inclusion perspective is underway.

The reporting will be completed on an annual basis, so we can monitor changes and compare to previous years.

From these activities we expect to identify actions that could be taken to reduce these gaps in future years.

I confirm the data reported is accurate to the best of our knowledge and independently calculated by a third party.



Mark Arnold  
Chief Executive Officer  
15 March 2019