



## Gender Pay Report 2018

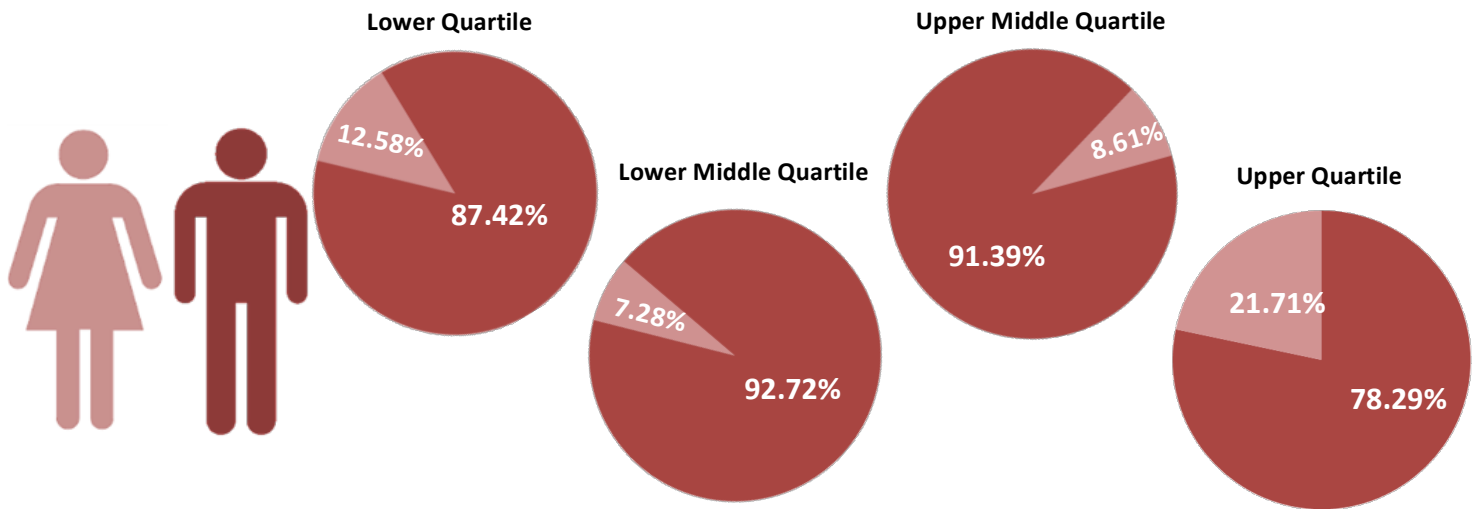
Our Gender Pay Gap Report responds to new government legislation that came into force in April 2017, outlining that all companies based in the UK that have more than 250 employees must report their gender pay gap and bonus pay gaps as they are on April 5<sup>th</sup> each year.

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

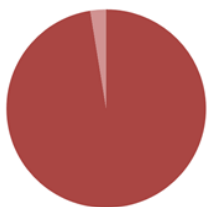
The following table shows our overall mean and median gender pay gap based on the hourly rates of pay throughout the financial year from April 2017 to March 2018. It also illustrates the mean and median differences between bonuses paid to men and women at Constant Security in the same financial year.

| Differences between men and women |         |         |
|-----------------------------------|---------|---------|
|                                   | Mean    | Median  |
| Hourly Pay Gap                    | -3.23%  | -1.51%  |
| Bonus Pay gap                     | -80.85% | -70.00% |

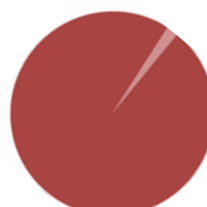
The following illustration shows the gender distribution across 4 equally sized pay quartiles.



### Proportion of Employees Receiving a Bonus



2.5% of all female employees received a bonus within the 12 months used for this report



1.88% of all male employees received a bonus within the 12 months used for this report.

I confirm that the data contained in this report is accurate.

Christine Lee  
Managing Director