

GRA Limited

| Gender Pay Report | Mean | Median |
|-------------------|------|---------|
| Hourly pay | 9.6% | 0% |
| Bonus | -35% | -129.5% |

The above table shows our mean and median hourly gender pay gap and bonus gap as at the snapshot date 5 April 2017.

Hourly pay references pay at 5 April 2017 and bonus references the 12 month period to 5 April 2017.

The proportion of male employees receiving a bonus was 3.9%.
The proportion of female employees receiving a bonus was 4.8%.

The gender pay gap is driven primarily by the fact that there are more men in senior higher-paid roles within the business. When adjusted for this fact the pay gap drops to 0.5%.

The bonus gap shows that more females received a bonus than males. This is largely driven by the fact that target driven roles are predominantly part-time and mainly filled by women.

GRA Limited is committed to providing equal pay for males and females in equivalent jobs and actively reviews pay and bonus awards.

| | Lower Quartile % | Lower- middle Quartile % | Upper- middle Quartile % | Top Quartile % |
|-------|------------------------|-----------------------------------|-----------------------------------|----------------------|
| Men | 60.5 | 38.4 | 46.5 | 61.6 |
| Women | 39.5 | 61.6 | 53.5 | 38.4 |

The above table illustrates the gender distribution across GRA Limited in four equally sized quartiles.