

TANVIC GROUP LIMITED

GENDER PAY GAP DATA

	<u>to 5th APRIL 2018</u>		<u>to 5th APRIL 2017</u>	
1). Difference in Mean Hourly Rate of Pay	-1.1%		0%	
2). Difference in Median Hourly Rate of Pay	-3.9%		-4.2%	
3). Difference in Mean Bonus Pay	11.1%		-3.3%	
4). Difference in Median Bonus Pay	16.4%		-20.4%	
5). Percentage of employees who received Bonus Pay	Male	Female	Male	Female
	72.8%	32.4%	77.5%	34.3%
6). Employees by Pay Quartile	Male	Female	Male	Female
Upper Quartile	85.5%	14.5%	84.2%	15.8%
Upper Middle Quartile	90.9%	9.1%	90.8%	9.2%
Lower Middle Quartile	90.9%	9.1%	92.2%	7.8%
Lower Quartile	88.2%	11.8%	86.8%	13.2%