

1879 Events Gender Pay Gap Reporting

With effect from 2017 it has become a legal requirement for companies with 250 or more employees to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires an organisation to make calculations based on employee gender. This has been established by using existing HR and payroll records.

This involves carrying out six calculations that show the difference between the average earnings of men and women in the organisation; it does not involve publishing individual employees data.

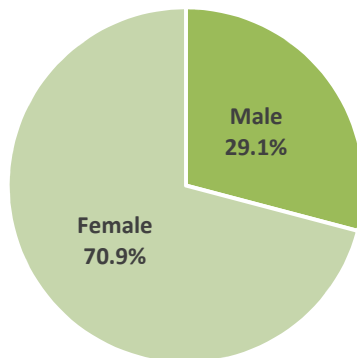
Organisations are required to publish the results on our own website and a government website.

Below is the statutory information and the background of the results:

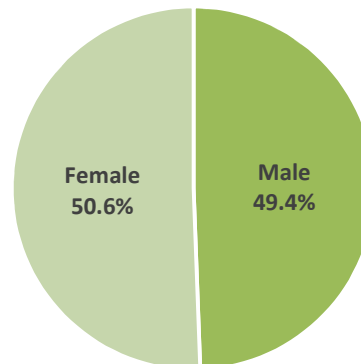
Mean Gender Pay Gap	13.4%
Median Gender Pay Gap	8.1%
Mean Gender Bonus Gap	41.4%
Median Gender Bonus Gap	43.7%
Proportion of Males Receiving a Bonus	8.7%
Proportion of Females Receiving a Bonus	3.2%

The proportion of males and females in each quartile band:

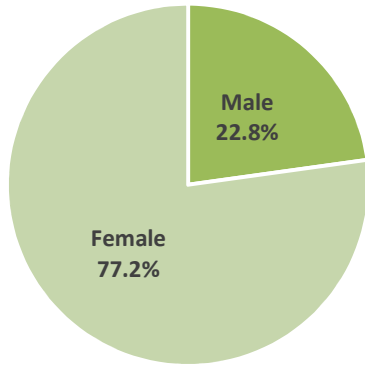
Lower Quartile



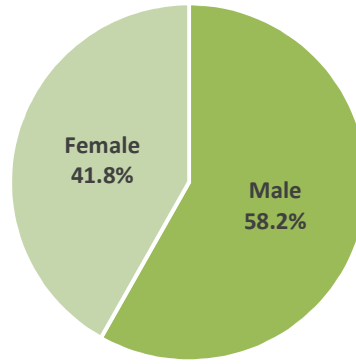
Lower Middle Quartile



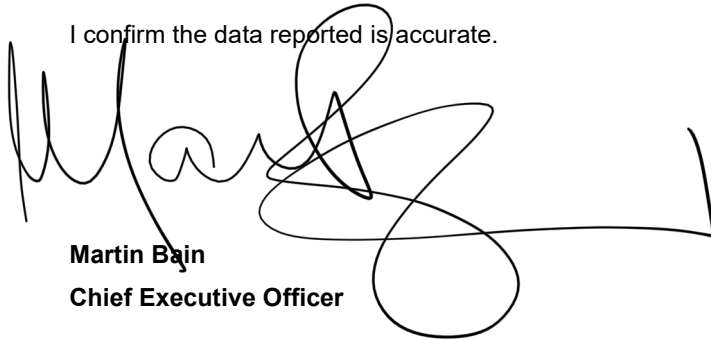
Upper Middle Quartile



Upper Quartile



I confirm the data reported is accurate.



Martin Bain
Chief Executive Officer