



Venners Limited's gender pay gap data for the snapshot date of 5 April 2018 is as follows:

**Hourly Rate:**

Difference in mean hourly rate of pay:	2.3%
Difference in median hourly rate of pay:	4.1%

**Bonuses:**

Percentage of male employees who received bonus pay:	82.9%
Percentage of female employees who received bonus pay:	87.9%
Difference in mean bonus pay:	7.6%
Difference in median bonus pay:	21.5%

**Employees by pay quartile:**

	<u>Male</u>	<u>Female</u>
Upper quartile	80.3%	19.7%
Upper middle quartile	84.8%	15.2%
Lower middle quartile	63.6%	36.4%
Lower quartile	78.5%	21.5%

The above data is provided in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is accurate.

C A Gibson  
Finance Director  
1 April 2019