

Statement in compliance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

The company hereby publishes the Gender Pay Gap Information as required under the legislation for 2017.

Average Pay gaps

The mean pay gap as a percentage of the mean male pay is 13.4%, the median pay gap as a percentage of the median male pay is 9.9%. The mean bonus pay gap as a percentage of the mean male bonus pay is 77.3% and the median bonus pay gap as a percentage of median male bonus pay is 100.0%.

Proportions of male / females receiving a bonus

The proportion of male employees receiving a bonus was 81.4% and the proportion of female employees receiving a bonus was 29.3%.

Quartiles of male / female employees

The Upper quartile was 12.3% female and 87.7% male; The Upper Middle Quartile was 7.6% female and 92.4% male; The Lower Middle Quartile was 16.9% female and 83.1% male; The Lower Quartile was 25.8% female and 74.2% male.



Eddie Robinson
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