

## 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 2018.

### Average Pay gaps

The mean pay gap as a percentage of the mean male pay is 14.6%, the median pay gap as a percentage of the median male pay is 2.1%. The mean bonus pay gap as a percentage of the mean male bonus pay is 74.0% 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 80.7% and the proportion of female employees receiving a bonus was 24.5%.

### Quartiles of male / female employees

The Upper quartile was 10.3% female and 10.3% male; The Upper Middle Quartile was 19.2% female and 80.8% male; The Lower Middle Quartile was 15.2% female and 84.8% male; The Lower Quartile was 17.9% female and 82.1% male.



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