

**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 2019.

**Average Pay gaps**

The mean pay gap as a percentage of the mean male pay is 13.5%, the median pay gap as a percentage of the median male pay is 7.0%. The mean bonus pay gap as a percentage of the mean male bonus pay is 68.5% 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 83.2% and the proportion of female employees receiving a bonus was 30.9%.

**Quartiles of male / female employees**

The Upper quartile was 10.4% female and 89.6% male; The Upper Middle Quartile was 15.6% female and 84.4% male; The Lower Middle Quartile was 25.6% female and 74.4% male; The Lower Quartile was 24.7% female and 75.3% male.



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