

## 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 2020.

### Average Pay gaps

The mean pay gap as a percentage of the mean male pay is 8.5%, the median pay gap as a percentage of the median male pay is 0.7%. The mean bonus pay gap as a percentage of the mean male bonus pay is 72.2% 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 82.1% and the proportion of female employees receiving a bonus was 32.8%.

### Quartiles of male / female employees

The Upper quartile was 12.5% female and 87.5% male; The Upper Middle Quartile was 9.6% female and 90.4% male; The Lower Middle Quartile was 6.9% female and 93.1% male; The Lower Quartile was 16.7% female and 83.3% male.



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