



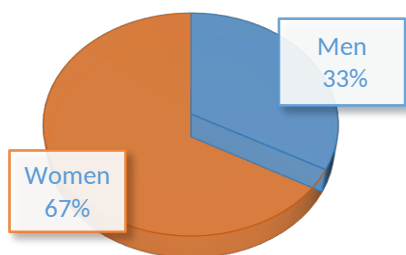
LIFEPLUS EUROPE LIMITED

GENDER PAY GAP REPORT

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers as at 5th April 2018.

The table below shows our pay gap which, as at that date, reports there was a 1.3% hourly pay gap in favour of the male workforce:

WORKFORCE PROFILE %



Mean Gender Pay Gap in hourly pay	1.3%
Median Gender Pay Gap in hourly pay	-4.0%
Difference in mean bonus payments	28.6%
Difference in median bonus payments	0.0%

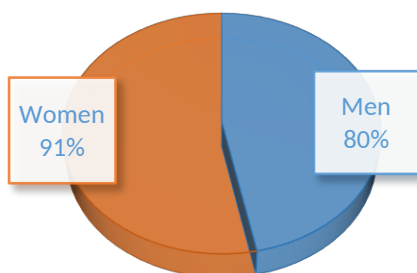
At Lifeplus Europe there is a 1.3% gender pay gap favouring men, which is from the upper quartile of salaries. There is a minimal gender pay gap in the other quartiles.

To ensure fairness and transparency we have created pay bands and communicated this as part of our 2018 annual pay review process. We will continue to ensure our recruitment processes and ways of working encourage women into manager roles at Lifeplus Europe.

BONUS PAYMENTS

The data shows that 80% of men and 91% of women were paid a bonus in the 12 month period to 5th April 2018. The mean difference between men and women was 28.6% in favour of the male workforce. However, our median difference is 0.00%. The new pay review procedure which we adopted in 2017 has reduced our bonus pay gap and ensures that bonus payments are made across all departments in line with specific criteria.

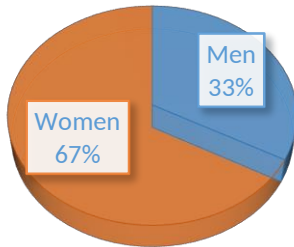
BONUS %



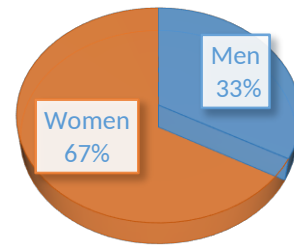
PAY QUARTILES

At Lifeplus we have a good balance between male and female colleagues in all of the pay quartiles.

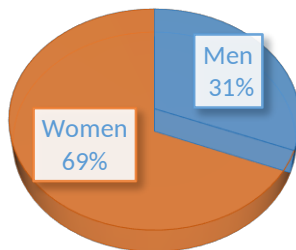
UPPER



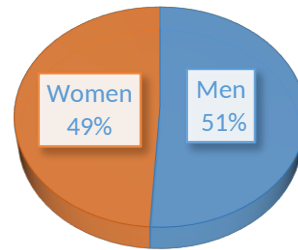
UPPER MIDDLE



LOWER MIDDLE



LOWER



No. of men and women in each pay quartile

