

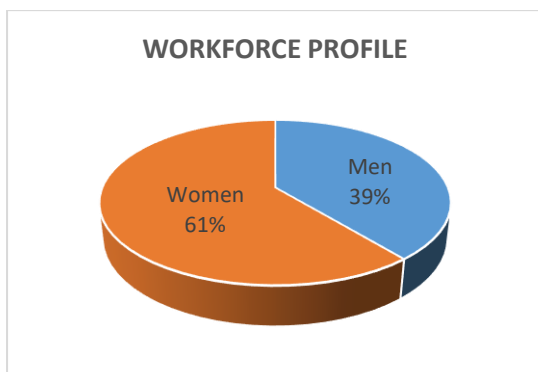


LIFEPLUS EUROPE LIMITED

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 each year. The results for the year to 5th April 2020 are listed below:

The table below shows our pay gap which, as at that date, reports there was a 5.4% hourly pay gap in favour of the male workforce:

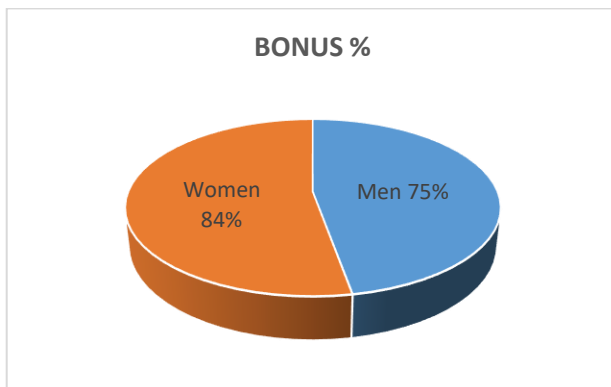


Mean Gender Pay Gap in hourly pay	5.4%
Median Gender Pay Gap in hourly pay	-1.8%
Difference in mean bonus payments	29.7%
Difference in median bonus payments	0.0%

At Lifepplus Europe there is currently a 5.4% gender pay gap favouring men, which is from the upper quartile of salaries. There is a minimal gender pay gap in the other quartiles. We will continue to ensure our recruitment processes and ways of working encourage women into manager roles at Lifepplus Europe.

BONUS PAYMENTS

The data shows that 75% of men and 84% of women were paid a bonus in the 12 month period to 5th April 2020. The mean difference between men and women was 29.7% in favour of the male workforce. However, our median difference is 0.00%. Our pay review procedure ensures that bonus payments are made across all departments in line with specific criteria.



PAY QUARTILES

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

