



**SURVITEC GROUP LIMITED\***

**GENDER PAY GAP REPORTING AS AT 5TH APRIL 2017**

**Mean gender pay gap in hourly pay**

Gender pay gap	58.6%
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**Median gender pay gap in hourly pay**

Gender pay gap	42.9%
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**Proportion of males and females who got bonus payments**

Percentage of males who were paid a bonus	78.0%
Percentage of females who were paid a bonus	87.7%

**Mean gender pay gap in bonus pay**

Gender pay gap	92.3%
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**Median gender pay gap in bonus pay**

Gender pay gap	0.0%
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**Gender pay gap quartiles**

	Number	Male	Female	Male %	Female %
Upper quartile	67	52	15	77.6%	22.4%
Upper middle quartile	68	30	38	44.1%	55.9%
Lower middle quartile	67	15	52	22.4%	77.6%
Lower quartile	68	33	35	48.5%	51.5%

\* For the purpose of calculating the above Gender Pay Gap Reporting, data has been included for all employees based in England, Scotland and Wales (i.e. excluding Northern Ireland) who are employed by Survitec Group Limited (being the legal entity in which the Dunmurry, Birkenhead and Head Office functions sit).

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## Survitec

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