

# OUR GENDER PAY REPORT 2018

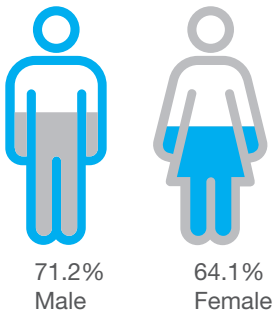
We are passionate about fairness, equality and inclusion and are committed to reducing our Gender Pay Gap.

## Our Progress and Results

The results show that we have a good gender balance across the business; 40% of colleagues are women.

- We have made good progress on actions published in 2017 and are already taking further steps to drive culture and change including how we recognize and reward the contribution of all employees
- We monitor our workforce demographics through monthly HR metrics and continually benchmark against other organisations salary bands
- Since 2017 we have started to offer more flexible working opportunities across the business; accommodating alternative working patterns wherever possible

## Proportion of colleagues awarded a bonus for 2018



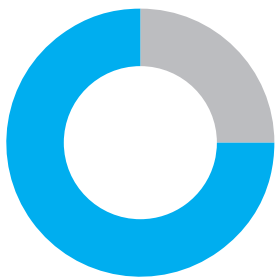
## Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly fixed pay	8.6%	-3.6%
Bonus paid	14%	-23%

## Pay Quartiles

### Quartile 1



-0.13% pay gap

### Quartile 2



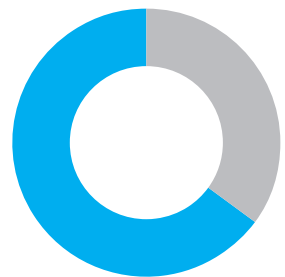
-0.24% pay gap

### Quartile 3



-0.41% pay gap

### Quartile 4



16.33% pay gap

We work effortlessly to ensure men & women are paid equally for carrying out the same roles at Connect. We are aware that there is further work to be done in relation to the greater proportion of men than women who occupy senior roles and contributes towards our gender pay gap. We have made great progress with our initiatives over the last 12 months but there is still more work to be done to ensure we are creating an inclusive culture at Connect. I confirm the data reported is accurate



**Andrew Sharp**  
Managing Director