

Scott Dunn Limited

Gender Pay Gap Reporting

Submission for snapshot date 5th April '17

Mean Gender Pay Gap

Male Hourly Rate - Female Hourly Rate / Male Hourly Rate (as %)

(5.5%)

Mean Bonus Gender Pay Gap

Male Mean Bonus - Female Mean Bonus / Male Mean Bonus (as%)

(121.9%)

Median Gender Pay Gap

Male Median Hourly Rate - Female Median Hourly Rate / Male Median Hourly Rate (as %)

(14.5%)

Median Bonus Gender Pay Gap

Male Median Bonus - Female Median Bonus / Male Median (as %)

(95.6%)

Males/Female bonus proportion

Males 38.9%

Females 58.7%

Males/Females in each quartile pay band

	Males	Females	Males %	Females %
Lower quartile	20	48	29.4%	70.6%
Lower middle quartile	24	44	35.3%	64.7%
Upper middle quartile	16	53	23.2%	76.8%
Upper quartile	7	61	10.3%	89.7%

Supporting Statement

I can confirm that the published information is accurate and we have complied in full with the requirements for this submission. We are pleased that this submission for our UK based operation shows a strong pay bias towards our predominantly female team, reflecting the fact that 74% of our UK workforce is female and the majority of our Management positions are held by women. Whilst not in the scope of this submission, we operate an equal pay policy and have no incidences of male and female employees with the same levels of experience being paid differently for the same role