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Gender pay gap reporting for H Young (Operations) Limited

All data included within this report is based on a snapshot date of 5th April 2017

Mean Gender Pay Gap %	23.5
Median Gender Pay Gap %	13.1
Mean Bonus Gender Pay Gap %	62.8
Median Bonus Gender Pay Gap %	72.5

The proportion of males and females receiving a bonus payment

Males receiving a bonus payment %	65
Females receiving a bonus payment %	63.5

The proportion of males and females in each quartile band

Males and females in the quartile pay bands; upper (U), middle (UM), lower middle (LM), lower (L)	Bands	Total number employees in the band	Females (%)	Males (%)
	U	149	30.9	69.1
	UM	150	50.7	49.3
	LM	150	48	52
	L	150	53.3	46.7

This published information is accurate and approved by:

Signature:

A handwritten signature in blue ink, appearing to read 'Alan McIvor'.

Name: Alan McIvor

Job Title: Group Finance Director