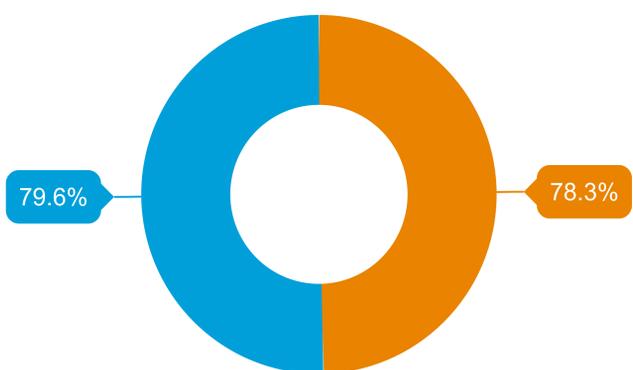


GM&T Group Gender Pay Gap

GM&T Male and Female distribution of bonus



Male (49.59%) Female (50.41%)

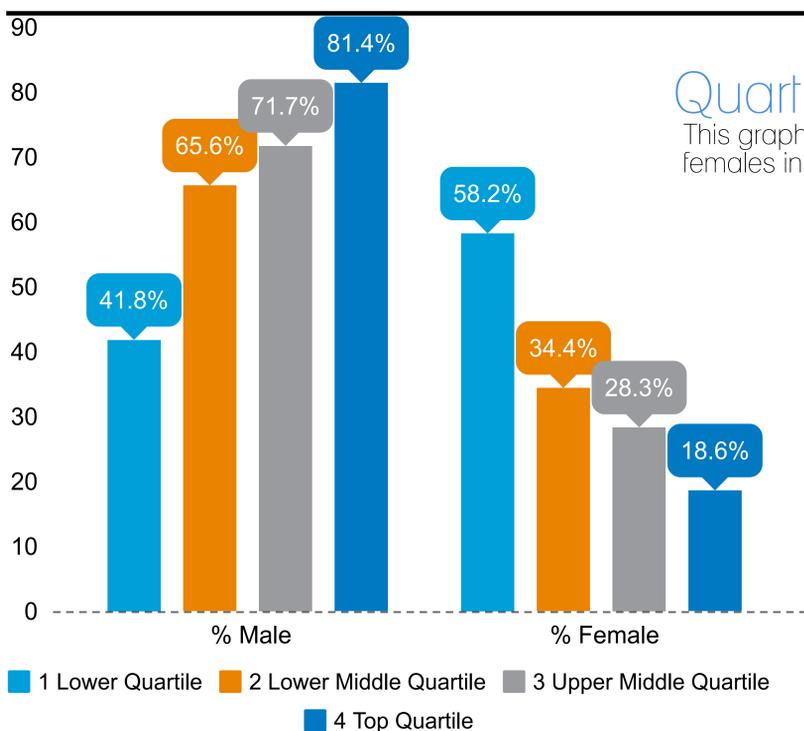
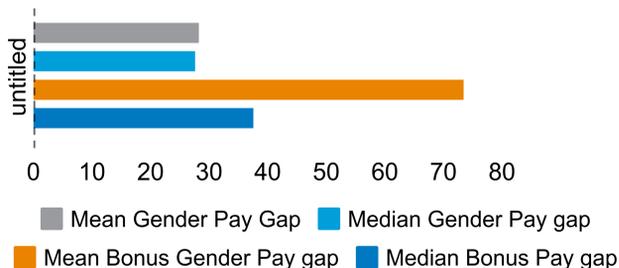
When looking at the percentage of male to female cohort in receipt of a performance related bonus it shows 78.3% males were in receipt of a bonus compared to 79.6% females receiving a bonus.

GM&T Pay/Bonus Mean and Median

These are the four data points GM&T is required to report

At the time of data collection, in April 2017, the distribution of males to females was 65% male and 35% female in London. In Manchester it was 55% male and 45% female. The greater proportion of males to females will have an influence on both median and mean pay gap stats.

Gender Pay GM&T



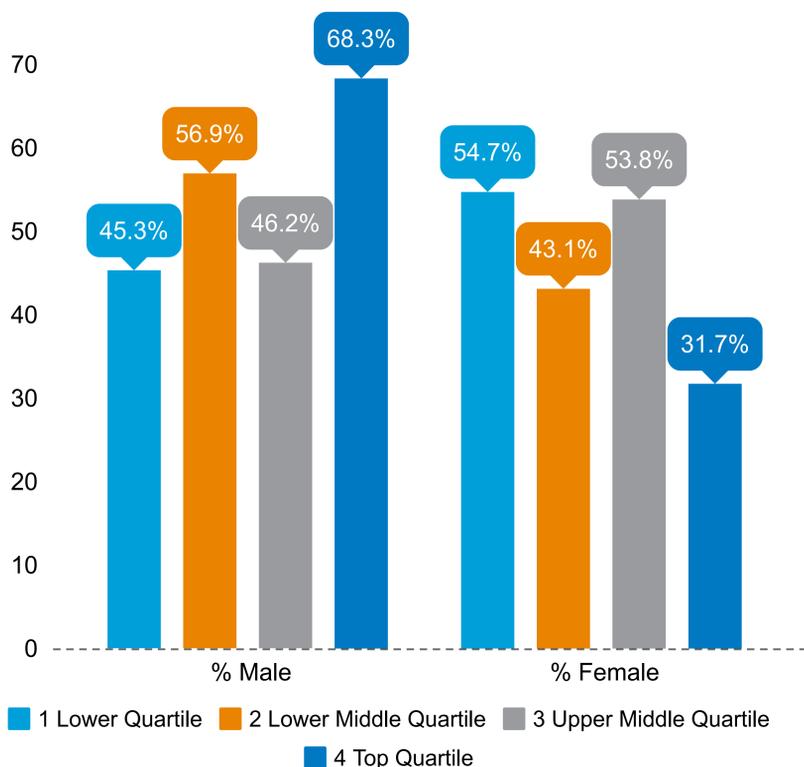
Quartile Breakdown GM&T

This graph outlines the percentage of males and females in each of the four salary earning quartiles

Please note: It is important to remember that none of the data is showing comparisons of what male and female employees are being paid for doing the same role

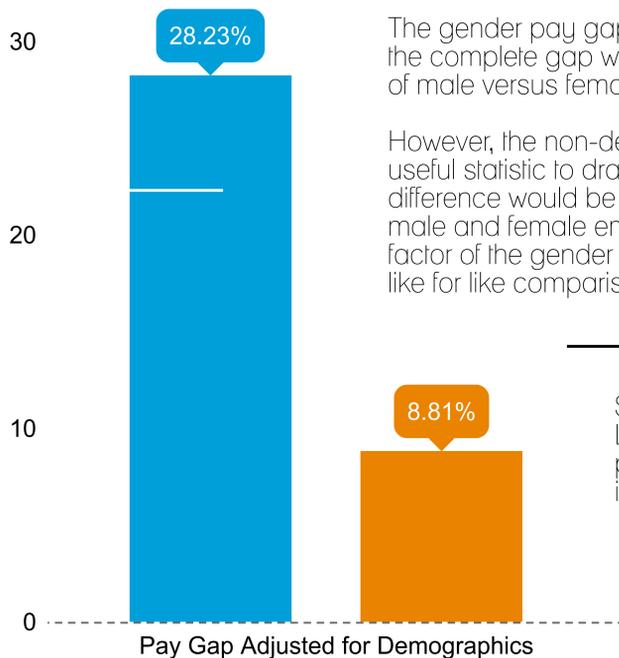
Quartile Breakdown Gazprom Energy

This graph outlines the percentage of males and females in each of the four salary earning quartiles



Please note: It is important to remember that none of the data is showing comparisons of what male and female employees are being paid for doing the same role

Pay gap when adjusting for demographics



The gender pay gap percentages reported show the complete gap we have between the averages of male versus female employees.

However, the non-demographic pay gap is a useful statistic to draw upon as it shows what the difference would be if we had an equal number of male and female employees; it removes the factor of the gender distribution to demonstrate a like for like comparison.

A more balanced view

So, whilst our Mean Gender Pay Gap in London is 28.23%, our non-demographic pay gap is 8.81%

Taking Action

Pay decisions are made based on a number of factors including performance, responsibilities, benchmark data and internal comparisons. Therefore, the publication of gender pay gap does not indicate a reason for concern by itself. Whilst we are not within the Government's ideal range of no more than 5% at present we are taking a number of actions to reduce this gap.

An example of what we are doing to address this issue includes in 2018 we will begin a revision of the job evaluation framework for GM&T Group. A job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs in an organisation. It creates a clear and robust way to compare jobs, to assess their relative worth for the purpose of establishing a rational pay and banding structure. Further details of actions are contained in the GM briefing document.