



## Ringtons Limited 2017 Gender Pay Report

### Pay and Bonus Gap

	Mean	Median
Hourly pay	14.50%	12.74%
Bonus	82.65%	91.82%

The above table shows our mean and medium hourly gender pay gap and bonus gap as at the snapshot date (5 April 2017 for pay and 12 months to 5 April 2017 for Bonus)

There is a significant difference in Bonus pay which is attributable to commission paid to our sales team, which is predominantly male, being identified as Bonus pay under The Equality Act 2010 (Gender Pay Gap Information). Commission is paid monthly and so results in a much larger proportion of employee 'Bonus' than Company annual bonus payments.

At Ringtons we are confident that our men and women are paid equally for doing equivalent jobs across the business. We endeavour to identify and address any gaps and to make sure our policies are fair.

### Proportion of employees receiving a bonus

Male	93%
Female	89%

### Pay quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Male	62%	82%	90%	86%
Female	38%	18%	10%	14%

I confirm the data reported is accurate.

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