

Liberata

Liberata Gender Pay Gap Report 2018

Pay and bonus pay gap

The mean and median hourly gender pay gap as at 5th April 2018 and the mean and median bonus gap in respect of bonuses paid in the 12 months to the 5th April 2018 for Liberata UK Limited are shown below.

<u>Pay Gap</u>	<u>Bonus Pay Gap</u>				
<table border="1"> <tr><td>Mean Pay Gap</td></tr> <tr><td>17.9%</td></tr> </table>	Mean Pay Gap	17.9%	<table border="1"> <tr><td>Mean Bonus Gap</td></tr> <tr><td>44.4%</td></tr> </table>	Mean Bonus Gap	44.4%
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6.7%					
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75.0%					

Proportion of male and female employees who received bonus pay

Male	7.8%
Female	3.5%

Proportion of male and female employees according to quartile pay bands

Hourly Pay Quartiles	Female	Male
Lower Quartile	70.0%	30.0%
Lower Middle Quarile	71.8%	28.2%
Upper Middle Quartile	70.6%	29.4%
Upper Quartile	61.1%	38.9%

Liberata gender make up

Female	68.4%
Male	31.6%

Liberata is committed to providing an inclusive and open culture for all employees, and welcomes the opportunity to continue to report our gender pay gap figures. Liberata wholeheartedly supports the principle of transparency in respect of reporting our gender pay difference and the positive actions we can take as a company will continue to reduce our gender pay gap, ensuring opportunities for all employees. In order to attract and retain a more diverse

workforce, Liberata will continue to report and analyse our pay and bonus information by gender.

Liberata's workforce, including full and part-time employees, consists of over two thirds female employees. This is a key factor in our gender pay gap as we have a higher proportion of women in roles attracting lower salaries where flexible and part time working is more prevalent and we have a higher proportion of men in senior positions.

It should be noted; for the purpose of this analysis, "gender pay" is not the same as "equal pay". Gender pay compares the average pay of all female employees against the average pay of all male employees throughout the business, regardless of individual roles performed. Equal pay compares the individual pay of men and women who are carrying out the same or equivalent work. Fairness and equality continues to be central to Liberata core values. Where possible, Liberata will evaluate job roles in accordance with the Liberata job evaluation scheme in order to determine the worth/ value of a job role in comparison to other jobs within the organisation. This ensures a fair pay system in order to establish a rational pay structure. Liberata will continue to pursue our aim in order to address our bonus pay gap and assure gender balance throughout all levels of the organisation. This report, while focused specifically on meeting the government's gender pay gap reporting requirements, is therefore part of a wider programme to improve the diversity of our organisation.

Liberata continues to be one of the UK's leading outsourcing providers, therefore, a percentage of our employees have TUPE transferred from a range of public and private sector employers. We remain committed to ensuring that employment rights are protected in accordance with the Transfer of Undertakings (Protection of Employment) Regulations.

I confirm that the gender pay gap data included in this report is accurate and has been prepared in accordance with statutory regulations.



Charlie Bruin
Chief Executive Officer
Liberata UK Limited