

## GENDER PAY REPORTING

Set out below is the Gender Pay Gap information for Redcomb Pubs Limited as at the snapshot date of 5 April 2017.

Difference in mean hourly rate of pay	21.8%
Difference in median hourly rate of pay	7.4%
Difference in mean bonus pay	265.8%
Difference in median bonus pay	54.4%
Percentage of employees who receive bonus pay (male/female)	6.7%/ 4.2%
Proportion of males/females in each quartile:	
Lower	39.7%/ 60.3%
Lower Middle	47.8%/ 52.2%
Upper Middle	56.7%/ 43.3%
Upper	79.1%/ 20.9%