

Our 2017 Gender Pay Gap report

What is the gender pay gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men expressed as a percentage difference in hourly pay.

A positive pay gap means that male employees, on average are paid at a higher rate than female ones.

This is not the same as **equal pay**, which compares individuals doing the same job. Unequal pay for men and women has been illegal in the UK for 45 years.

Our 2017 data

Nucleus welcome the new reporting guidelines and will use these results as a way of assisting us in our goal of ensuring there is fairness and transparency across the group and as such we are committed to reducing our gender pay gap over the coming years.

Pay & Bonus Gap

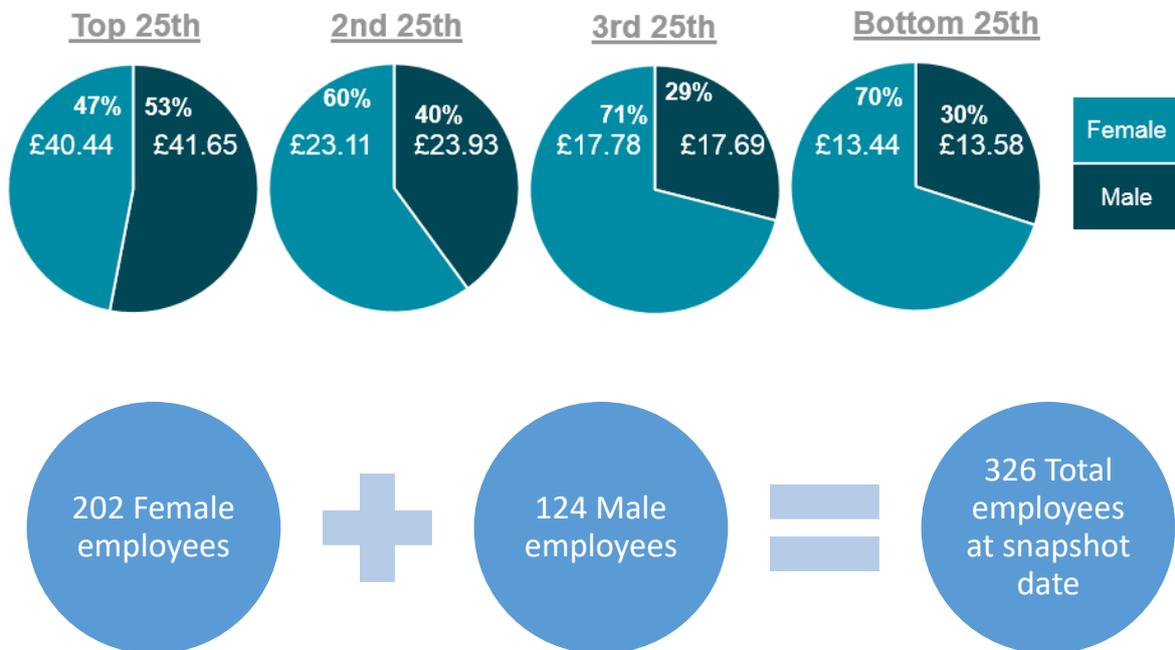
The table below shows our overall mean and median gender pay gap based on hourly rates of pay and bonus paid as at the snapshot date (i.e. 5th April 2017). The data covers all of our UK-based employees across all of companies.

Mean gender pay gap	17.4%
Median gender pay gap	18.6%
Mean bonus pay gap	18.2%
Median bonus pay gap	22.2%
Proportion of eligible males & females receiving a bonus	Males: 100%, Females: 100%
Proportion of males & females in each pay quartile	Top 25th : 53% Male, 47% Female 2nd 25th : 40% Male, 60% Female 3rd 25th : 29% Male, 71% Female Bottom 25th : 30% Male, 70% Female Total : 38% Male, 62% Female

Pay Quartiles

Pay quartiles looks at the distribution of males to females when looking at pay, expressed at the percentage within the charts. These quartiles are split into 4 equal groups ranging from the highest paid to the lowest paid individuals.

The average hourly rate associated with the respective quartile is then included.



What these results tell us

We are confident that men and women are paid equally for doing the equivalent jobs across our business.

However, we do have a higher distribution of male employees in senior positions, relative to the higher number of females employed. This means that the smaller number of male employees have a higher average hourly rate than those of women within the company.

We are working hard on rolling out initiatives to help our female workforce with their career progression at Nucleus, these include our new enhanced maternity scheme at all levels as well as improving on our flexible working policy. As always, there is more than we can and will do, so welcome your questions and input.