



## GA Barnie Group Ltd. - Gender Pay Gap Report

Annual Report as at 05 Apr 2017

Gender pay gap reporting		%
Mean gender pay gap - ordinary pay		-13.81 <sup>1</sup>
Median gender pay gap - ordinary pay		18.02 <sup>2</sup>
Mean gender pay gap - bonus pay in the 12 months ending 05/04/2017		0 <sup>3</sup>
Median gender pay gap - bonus pay in the 12 months ending 05/04/2017		0 <sup>3</sup>
The proportion of male and female employees paid a bonus in the 12 months ending 05/04/2017	Male	0 <sup>3</sup>
	Female	0 <sup>3</sup>

Quartile <sup>4</sup>	Female %	Male %
First (lower)	0	100
Second	19	81
Third	1	99
Fourth (upper)	4	96

Confirmed as accurate by Alex Barnie, Managing Director – March 2018

<sup>1</sup> GA Barnie Group Ltd. paid females a mean average 13.81% more than males at 05/04/2017

<sup>2</sup> GA Barnie Group Ltd. paid males a median average of 18.02% more than females at 05/04/2017

<sup>3</sup> GA Barnie Group Ltd. paid no bonuses during the payroll year ending 05/04/2017

<sup>4</sup> Employees were ranked from highest to lowest paid and divided into 4 equal quartiles. This table indicates the proportion of females and males in each.