

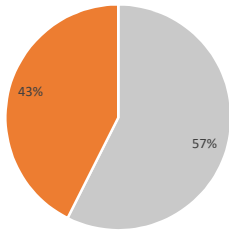
GENDER PAY GAP REPORT 2018

Pay & bonus gap

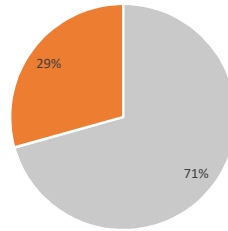
	Difference between men and women	
	Mean	Median
Hourly pay	23%	15%
Bonus paid	39%	-241%

The table above shows our overall mean and median gender pay gap for hourly pay as at the snapshot date of 5 April 2018. It also shows the mean and median difference between bonuses paid to men and woman.

Proportion of men and woman who received bonuses

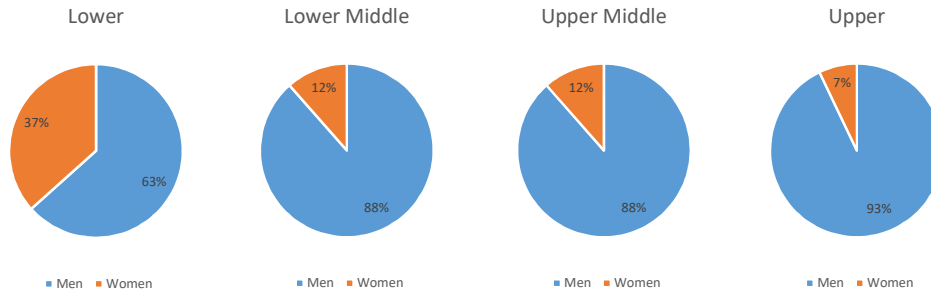


57% of men received a bonus



71% of women received a bonus

Salary Quartiles



The above charts display the gender distribution of salary across four equally sized quartiles.

We are confident that men and women are paid equally across our Business for doing equivalent jobs. We will continue to monitor our gender pay gap levels and focus on our recruitment processes to ensure and promote a culture of fairness and equality.

I confirm that the information reported is accurate.

Luke House
Managing Director

Shield Environmental Services Ltd

1 April 2019