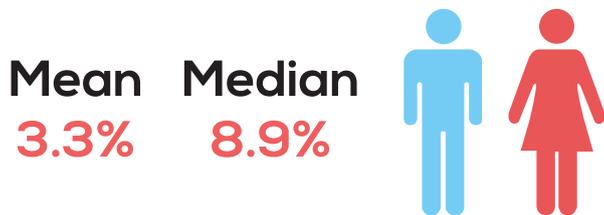




GENDER PAY GAP REPORT 2017

PAY GAP

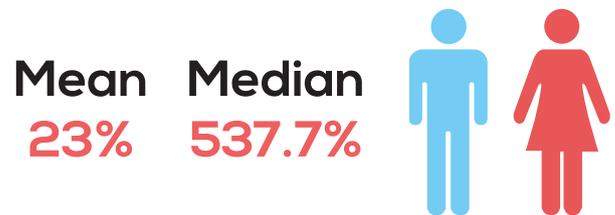
The below shows the Lyreco UK Gender Pay Gap as a mean and Median Average as an hourly rate. This was captured on the snapshot date of 5th April 2017.



This shows on both occasions females are paid more on average.

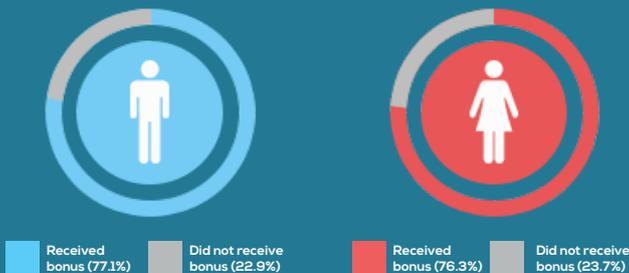
BONUS GAP

The bonus pay is worked out with stats from the 12 months preceding and ending on the snapshot date of 5th April 2017.



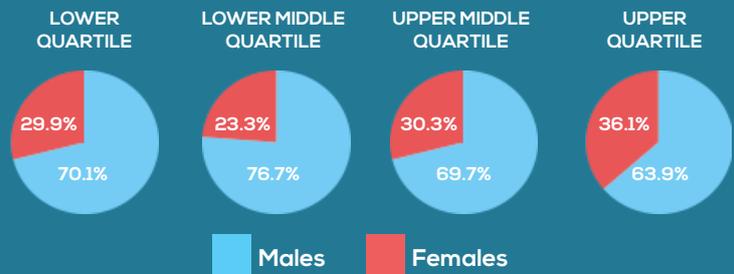
This shows females are paid on average 23% more than males as a mean average and 537.7% as a median average. We have a large proportion of male colleagues in our Logistics Department, where the bonus structure is different to the Sales element of the business. So while a relatively even amount of males and females receive a bonus, (as shown in the next section) the amount of males earning a smaller figure is a lot higher.

PROPORTION OF COLLEAGUES RECEIVING A BONUS PAYMENT



This shows the percentage of colleagues who received a bonus in the year up to and including the snapshot date of 5th April 2017.

PAY QUARTILES



The above charts show the gender distribution across four equally sized pay quartiles.

This shows that Lyreco has a much higher percentage of male colleagues across all pay quartiles. However, in the upper quartiles there are more females than the lower quartiles.

STATEMENT

We can confirm that the information and data provided is accurate and in line with mandatory government guidelines and requirements.

We have taken steps to ensure we are monitoring this regularly across the business to ensure these results are consistent.

Peter Hradisky
Managing Director

