

123-Reg Limited Gender Pay Gap Reporting

In line with our regulatory reporting requirements, the table below sets out the 123-Reg Gender Pay Gap results for the period from 2019/2020. Please see our supporting narrative below for our comments on this data and our efforts to improve equality and diversity.

123 Reg Pay Gap:

The calculations below show our mean and median gender pay gap based on hourly rates of pay during the pay period that includes the snapshot date of 5 April 2020. The mean is the average, and the median is the middle number when hourly rates of pay are ranked from lowest to highest. Data do not take into account employees' specific roles or seniority, or how these impact pay.

	Mean	Median		Women	Men
Hourly Pay Gap	16.6%	18.1%	% Relevant Employees receiving a bonus	64.1%	73.1%
Bonus Gap	58.1%	40.2%			

123 Reg Pay Gap:

The calculations below show our mean and median gender pay gap based on hourly rates of pay during the pay period that includes the snapshot date of 5 April 2020. The mean is the average, and the median is the middle number when hourly rates of pay are ranked from lowest to highest. Data do not take into account employees' specific roles or seniority, or how these impact pay.

	Mean	Median		Women	Men
Hourly Pay Gap	16.6%	18.1%	% Relevant Employees receiving a bonus	64.1%	73.1%
Bonus Gap	58.1%	40.2%			

I confirm that the information contained in this report is accurate.

Richard Winslow, Director

