

our 2018 gender

pay gap report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

Pay & Bonus Gap

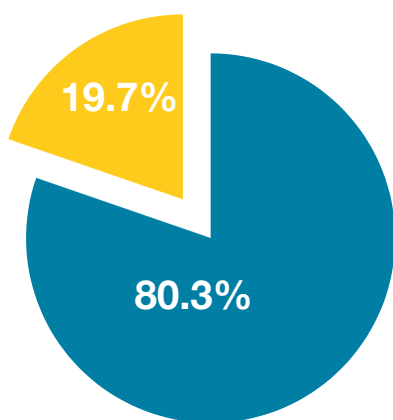
Difference between men and women

	Mean	Median
Hourly fixed pay	30%	-0.2%
Bonus paid	35%	+36%

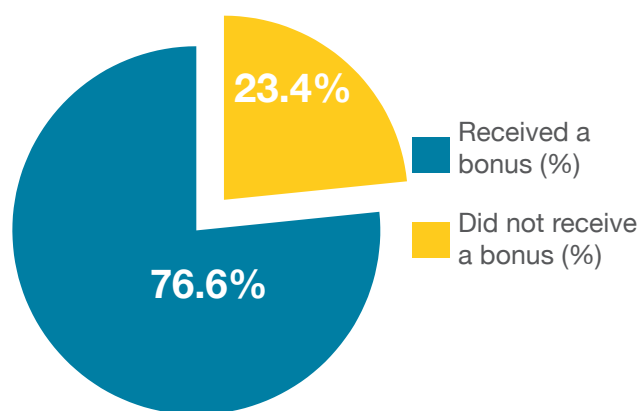
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2017). It also captures the mean and the median difference between bonuses paid to men and women at eurochange in the year up to 5th April 2017, i.e. for the 2016/17 perform.

Proportion of colleagues awarded a bonus for 2017

80.3%



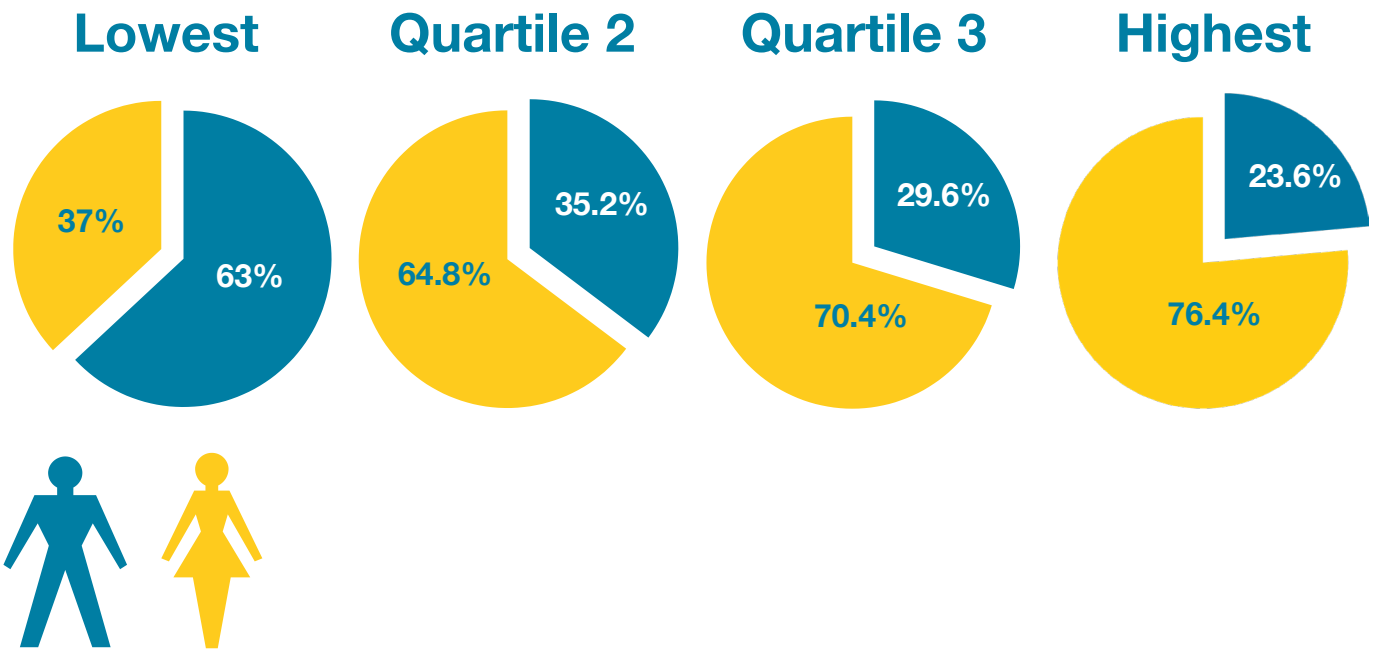
76.6%



This shows a 3.7% difference between the number of men and women being paid a bonus for their performance in 2016/17.

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Pay Quartiles



The above image illustrates the gender distribution at eurochange across four equally sized quartiles.

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

Our aim is to drive towards a 50:50 gender balance. Gender pay gap reporting brings further focus to our long standing commitment to improving gender diversity, a commitment that is at the core of our talent management and succession planning.

I confirm the data reported is accurate.

Stephen Taylor
Group Human Resources Director