



UK Gender Pay Gap Statement April 2018

Acuris is committed to equal opportunities in the workplace. We are actively creating an inclusive environment where everyone feels they can reach their potential, with consideration only given to their individual merit and contribution.

This year we are pleased to report improvements in our reported figures. This is still a work in progress but we believe we're on the right track.

Our gender pay gap continues to be the result of a higher proportion of males in management positions. Since 2017 this proportion has declined from 70% to 64%. We are really pleased we improved in this area and we know we still have further to go. With the recent appointments of three women to the Executive Committee, we are signalling our intention to improve our gender balance in management positions and we believe we will continue to improve.

We have improved on our mean pay gap and mean and median bonus pay gaps. We have a higher gap on median pay, which is the result of more males in the upper quartile than the previous year. So whilst the distribution of genders across pay quartiles has broadly become more even. The one area of decline has been that we have more men as higher earners than last year.

Actions

Inclusion programme: We have a diverse business and this year we launched our inclusion programme. This included inviting people to join an inclusion committee responsible for raising awareness and engagement with diversity and inclusion.

Recruitment: We are looking for opportunities to engage with a wider pool of candidates from people with disability to people returning to the workforce after having a career break.

Development opportunities: We will continue our development programmes, including mentoring, job tasters, secondments, study sponsorship and our online training platform, eloomi that are available to all employees with the goal of broadening the opportunities available to everyone.

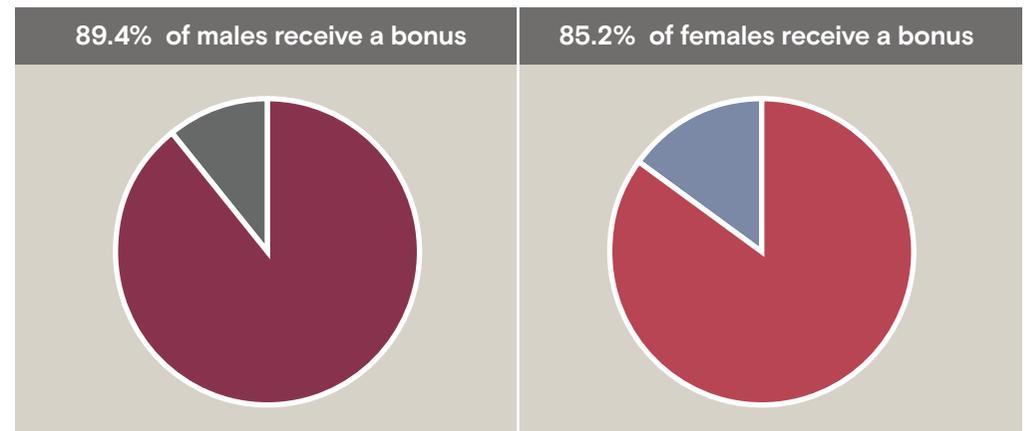
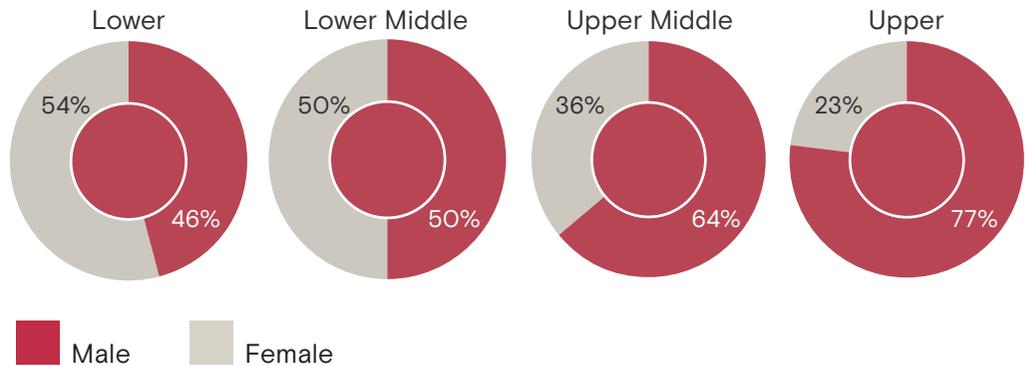
Flexible working: We introduced flexible working practices across a number of departments with the view of supporting the work life balance of our employees.

Compensation: We will continue to monitor compensation for pay equality.

Mean and median pay gap analysis

Mean gender pay gap	22.9%
Median gender pay gap	32.2%
Mean gender bonus pay gap	39%
Median gender bonus pay gap	23%

Gender pay proportion by pay group



We confirm the data reported is accurate. Jonathan Gomer, CFO