



Gender Pay Gap Report

2019

Pay & Bonus Gender Pay Gap

PAY GAP AND BONUS DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

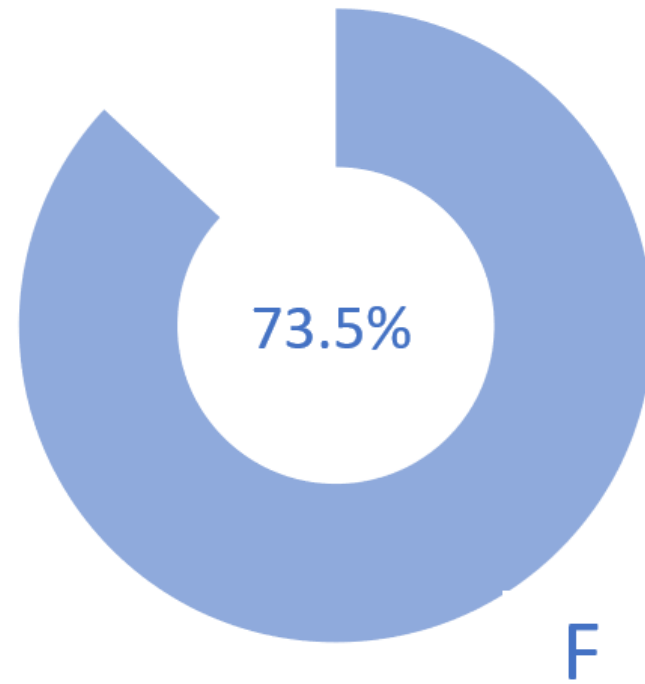
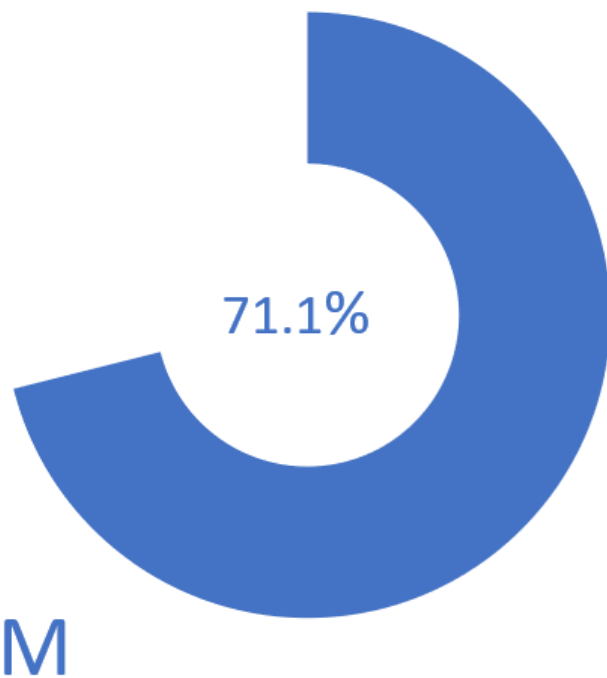
					Mean		Median
Hourly rate of pay					14.19%		9.33%
Bonus pay					-11.53%		-0.82%

A positive percentage figure (which almost all organisations are likely to have) reveals that typically or overall, female employees have lower pay or bonuses than male employees.

A negative percentage figure (which some organisations may have) reveals that typically or overall, male employees have lower pay or bonuses than female employees.

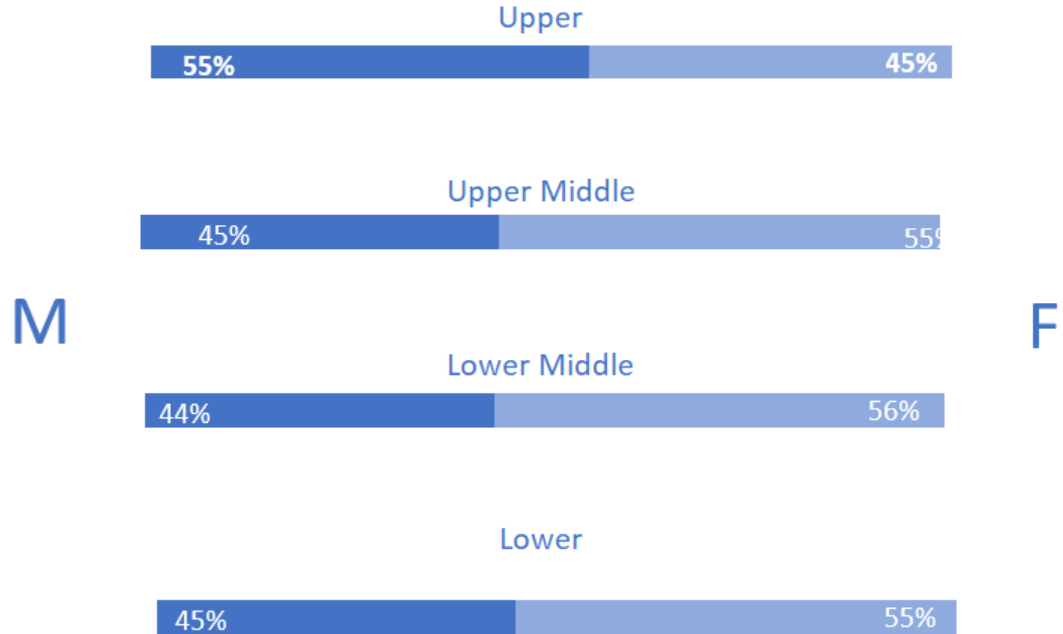
A zero percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

Bonus Payments



Quartile Pay Analysis

PROPORTION OF MALE AND FEMALE EMPLOYEES
ACCORDING TO QUARTILE BANDS



Narrative

At Xoserve we believe in creating a diverse and gender balanced workforce.

We have a mean (average) gender pay of 14.1%, and a median (middle) gender pay of 9.33%.

We believe in equality and diversity, and are an inclusive employer. We will continue to be such and will challenge ourselves to reduce the gender pay gap.