

Priory Business Group PLC - Gender Pay Gap Reporting

Snapshot date: March 2019

Workforce - relevant employees

| | | |
|--------------|-----------|-------|
| Female | 10 | 34.5% |
| Male | 19 | 65.5% |
| Total | 29 | |

Mean Pay Gap

| | |
|----------------|--------------|
| Female | £ 9.01 |
| Male | £ 13.46 |
| Pay Gap | 33.0% |

Median Pay Gap

| | |
|----------------|--------------|
| Female | £ 8.48 |
| Male | £ 9.80 |
| Pay Gap | 13.5% |

Mean Bonus Pay Gap

| | Bonus | EE Receiving a bonus | |
|----------------------|---------------|----------------------|-------|
| | | Nos | % |
| Female | £ - | 0 | 0.0% |
| Male | £ 6,433 | 7 | 36.8% |
| Bonus Pay Gap | 100.0% | 7 | |

Median Bonus Pay Gap

| | Bonus | EE Receiving a bonus | |
|----------------------|---------------|----------------------|-------|
| | | Nos | % |
| Female | £ - | 0 | 0.0% |
| Male | £ 2,500 | 7 | 36.8% |
| Bonus Pay Gap | 100.0% | 7 | |

The proportion of males and females in each quartile pay band:

| <u>Number of Employees</u> | <u>Lower Quartile</u> | <u>Lower Middle Quartile</u> | <u>Upper Middle Quartile</u> | <u>Upper Quartile</u> |
|----------------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| Female | 4 | 3 | 2 | 1 |
| Male | 4 | 4 | 5 | 6 |
| | 8 | 7 | 7 | 7 |
| % of Employees | | | | |
| Female | 50.0% | 42.9% | 28.6% | 14.3% |
| Male | 50.0% | 57.1% | 71.4% | 85.7% |

The above figures have been calculated using the methodologies given in the ACAS publication "Managing Gender Pay Reporting 2019".

Priory Business Group PLC (Priory) has chosen to publish this data voluntarily despite being below the current mandatory threshold.

Priory works hard to add further talent to its workforce, regardless of gender. Priory offers a range of roles including sales and customer service, warehouse, logistics, financial support and senior executive posts.

34.5% of the Priory workforce is female. Most females are employed in sales, customer service and financial support roles, but females are also employed in senior executive and director roles as well as in the warehouse and logistics environment.

Priory will publish and review the results of the Gender Pay Gap snapshots annually and suitable steps will be taken to reduce the pay gap and bonus pay gap and any identified inequalities going forward.