



Gender Pay Gap Report

XMA Limited is a diverse organisation where employees are encouraged to fulfil their ambitions and goals.

Please find our Gender Pay Gap Report published below.

Pay and bonus information

On the 5th April 2017, XMA Limited employed 320 relevant male employees and 148 relevant female employees.

As at the snapshot day of 5th April 2017 our mean overall hourly GPG was 34% and the median hourly GPG was 31%.

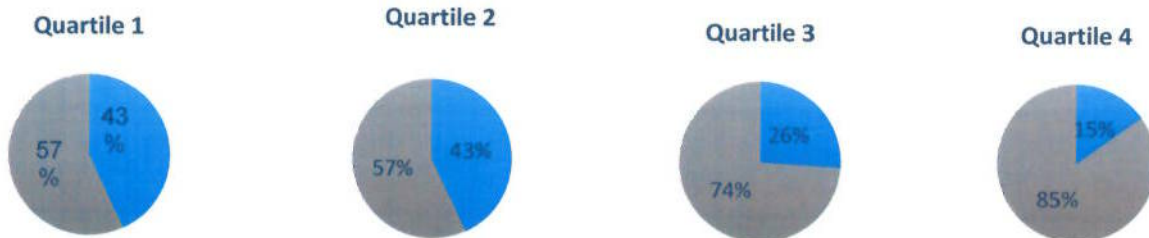
Our bonus population represents 52% of our overall employee population; the figures below have been calculated using the 12-month reference period to 5th April 2017.

The percentage of women who were paid bonus is 16% higher than the number of men; however, it is noted that the mean bonus difference is 53% and the median pay difference is 31%.

	Mean	Median
Hourly pay	34%	31%
Bonus pay	53%	41%

	Men	Women
Those paid bonus within the 12 month reference period	47%	63%

Pay Quartiles – these illustrate the gender distribution across XMA Limited in four equally sized quartiles.



Female
Male

The two lower quartiles are identical in representation with employees divided between several departments.

In the third quartile, of the 87 males represented 53% have started within the past three years and of the 30 females represented 9% have started employment within the past three years.

In the fourth quartile, of the 99 males represented 27% have started employment within the past three years and of the 18 females, 72% have started employment within the past three years.

The XMA Limited Gender Pay Gap report has been published in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

We confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read "M. E. Ray".

Michael Ray

Finance Director