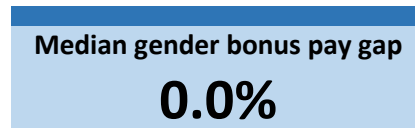
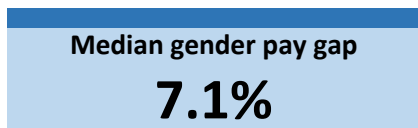
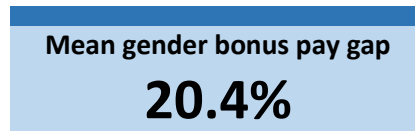
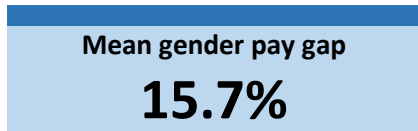


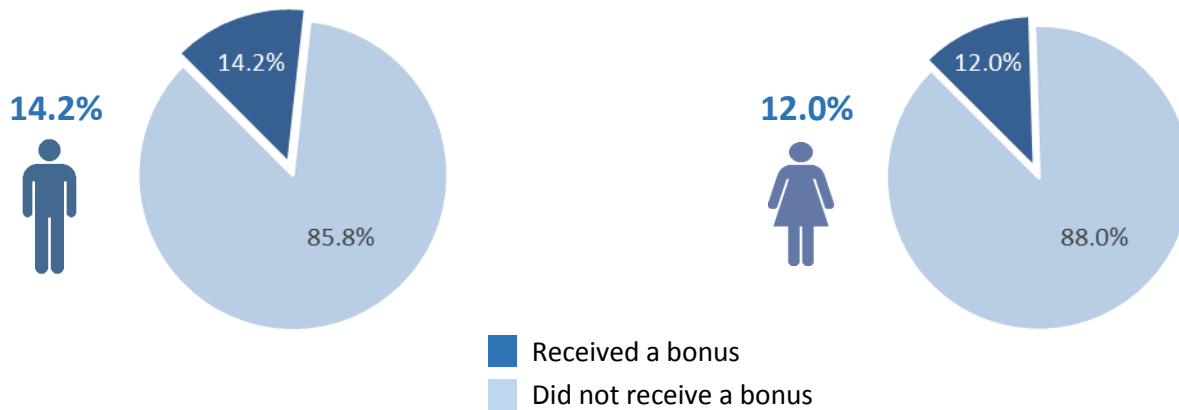


BGS 2017 GENDER PAY GAP REPORT

Our pay and bonus gap

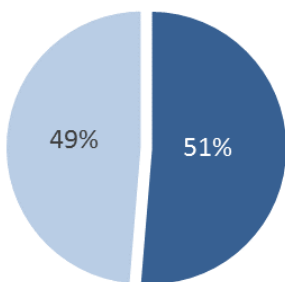


Proportion of colleagues awarded a bonus for 2016/17



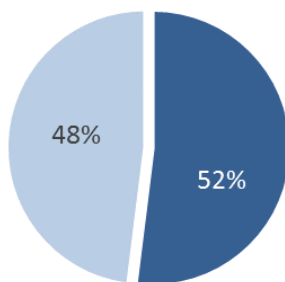
Pay Quartiles

Lower quartile



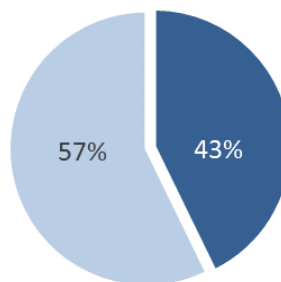
1.7% pay gap

2nd quartile



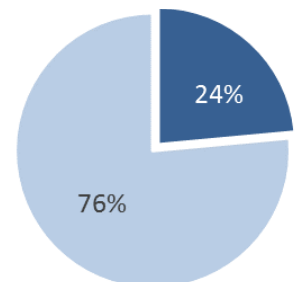
1.0% pay gap

3rd quartile



-0.3% pay gap

Upper quartile



5.4% pay gap

