

Our 2017 Gender Pay Gap Report

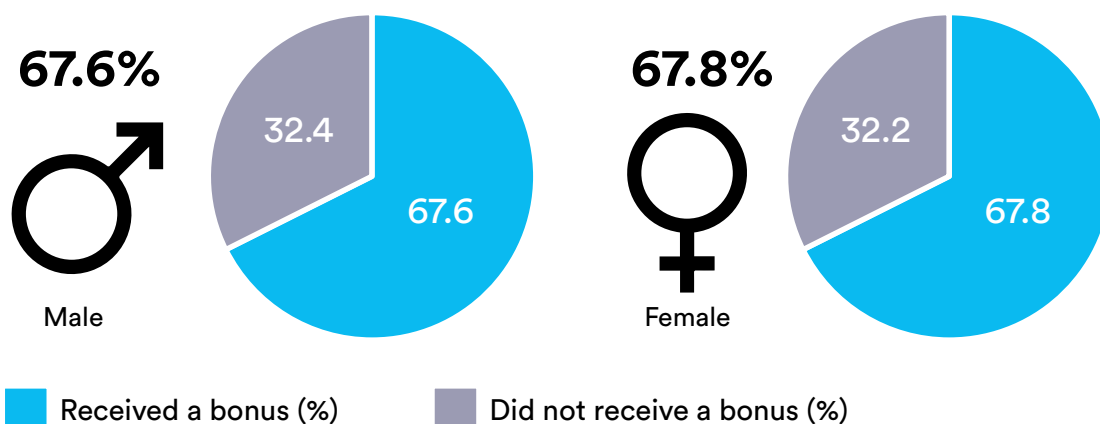
We work to ensure we have an inclusive environment in which opportunities and recognition are equally accessible to all employees; regardless of gender, but also considering factors such as race, disability, age, sexual orientation, religion, work pattern. We believe in fairness, equality and inclusion and are committed to reducing our gender pay gap.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Pay Gap	22.2%	27.2%
Bonus Gap	56.5%	25.5%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as paid in the month of April 2017. It also captures the mean and median difference between bonuses paid to men and women at the Northview Group in the year up to 30 April 2017, i.e. for the 2015/16 performance year.

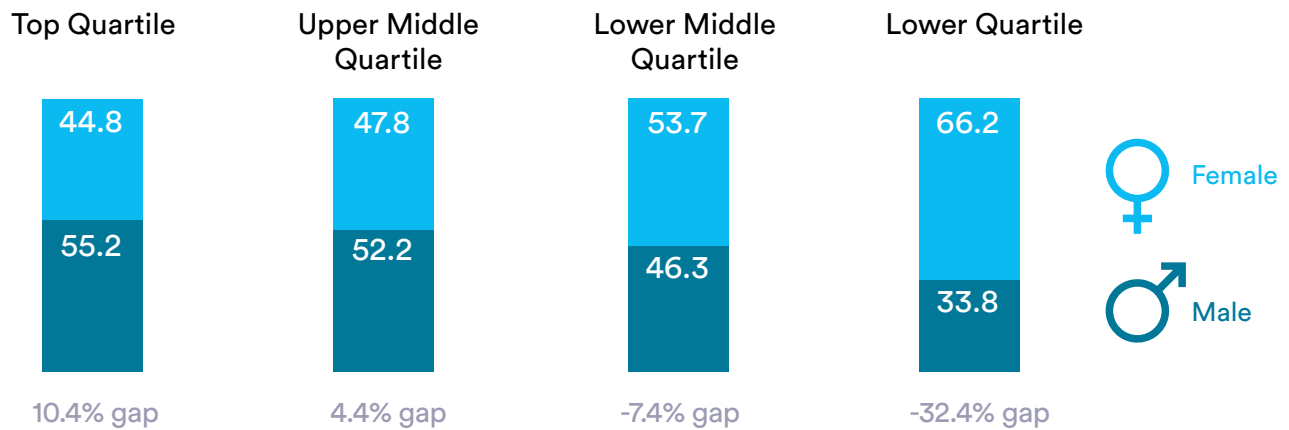
Proportion of colleagues awarded a bonus



This shows a **-0.2%** difference between the number of men and women being paid a bonus for their performance in 2015/16.

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Pay Quartiles



The above image illustrates the gender distribution at the Northview Group across four equally sized quartiles, with the gap shown in percentage terms.

Although the Northview Group 2017 Gender Pay and Bonus Gap metrics are consistent with our sector we are not complacent about the need for the gaps to reduce in the future.

Whilst we have confidence in our people related processes we will continue to review them and their application to understand the impact on the Gender Pay and Bonus gaps. We will include the views of employees to help define improvement objectives.

The reporting will be completed on an annual basis, so we can monitor changes and compare to previous years. From this we expect to identify actions that could be taken to reduce these gaps in future years.

I confirm the data reported is accurate to the best of our knowledge and independently calculated by a third party.

Rajesh Gupta
Chief Financial Officer
26 February 2018