





# Gender Pay Gap Report

Bylor has calculated its gender pay gap report at April 2018 and the results are as follows:

<p><b>Difference in hourly rate</b></p> <p>Women's mean hourly rate is <b>16.0%</b> lower than men's</p> <p>Women's median hourly rate is <b>19.7%</b> lower than men's</p>	<p><b>Who received bonus pay</b></p> <p><b>93.3%</b> of women</p> <p><b>89.0%</b> of men</p>
<p><b>Employees by pay quartile</b></p> <p><b>Upper quartile (highest paid):</b></p> <ul style="list-style-type: none"><li>• Women: <b>2.1%</b></li><li>• Men: <b>97.9%</b></li></ul> <p><b>Upper middle quartile:</b></p> <ul style="list-style-type: none"><li>• Women: <b>1.1%</b></li><li>• Men: <b>98.9%</b></li></ul> <p><b>Lower middle quartile:</b></p> <ul style="list-style-type: none"><li>• Women: <b>2.1%</b></li><li>• Men: <b>97.9%</b></li></ul> <p><b>Lower quartile (lowest paid):</b></p> <ul style="list-style-type: none"><li>• Women: <b>9.5%</b></li><li>• Men: <b>90.5%</b></li></ul>	<p><b>Difference in bonus pay</b></p> <p>Women's mean bonus pay is <b>24.3%</b> lower than men's</p> <p>Women's median bonus pay is <b>30.1%</b> lower than men's</p> <p><i>We confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</i></p>   <p><b>Barry Dye</b> Director</p>