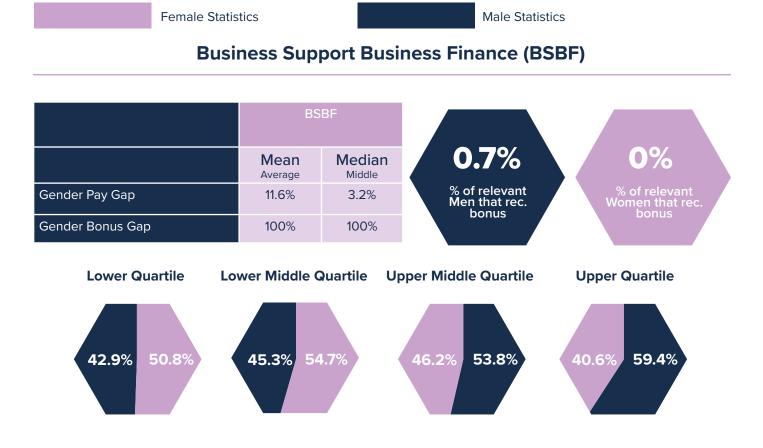
Appendix 1 - Gender Pay Gap per Business Area

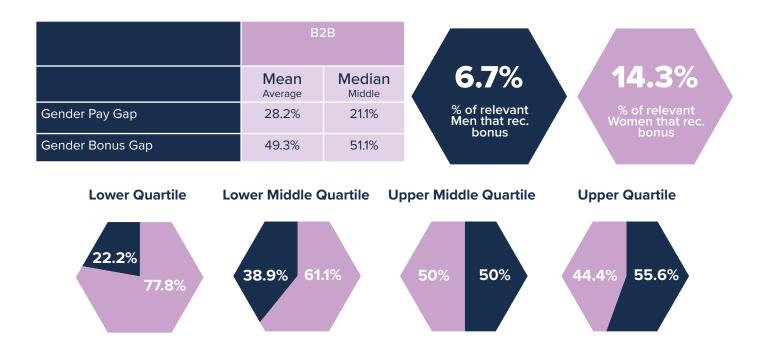
The data shows the mean and median pay and bonus gap; the proportion of males and females receiving a bonus and the percentage of males and females in each quartile band. Please note the bonus figure is largely based on commission payments/ On Target Earnings (OTE).



GC including Corporate Services

	GC including Serv	g Corporate ⁄ices		
	Mean Average	Median Middle	0%	5.7%
Gender Pay Gap	7.1%	6.8%	% of relevant Men that rec. bonus	% of relevant Women that rec. bonus
Gender Bonus Gap	N/A	N/A	bonus	bonus
Lower Quartile L	-ower Middle G	Quartile U	pper Middle Quartile	Upper Quartile

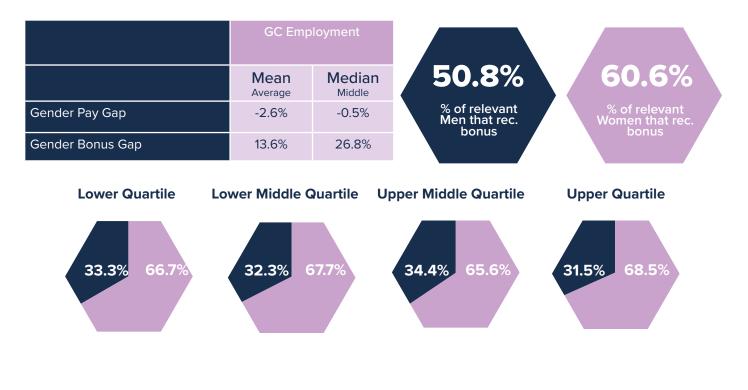
Business to Business (B2B)



GC Education & Skills

	GC Education & Skills			
	Mean Average	Median Middle	10.2%	9.1%
Gender Pay Gap	9.1%	12.2%	% of relevant Men that rec. bonus	% of relevant Women that rec. bonus
Gender Bonus Gap	-156.2%	-175.3%	bonus	bonus
Lower Quartile Lo	wer Middle G	Quartile U	50% 50%	Upper Quartile 44.1% 55.9%

GC Employment



Marketing Manchester

	Marketing Manchester			
	Mean Average	Median Middle	0%	0%
Gender Pay Gap	6.2%	23%	% of relevant Men that rec. bonus	% of relevant Women that rec. bonus
Gender Bonus Gap	0%	0%	Sonus	bonus
Lower Quartile Lo 30.8% 69.2%	wer Middle G 23.1% 7	Quartile U	pper Middle Quartile 38.5% 61.5%	Upper Quartile 38.5% 61.5%