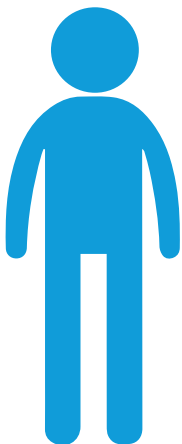


Gender Pay Gap Report

From 6 April 2017 UK employers with more than 250 staff are required by law to publish their gender pay gap information in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands. These are Viewpoint's 2017 figures.



Mean Gender Pay Gap -1.9%

Median Gender Pay Gap 1.4%

Mean Bonus Gender Pay Gap 8.4%

Median Bonus Gender Pay Gap 0%

Proportion of Males and Females

Receiving a Bonus Payment Males 89.5%
Females 75.9%

Proportion of Males and Females in each Quartile

Q1	Male 23%
(lower)	Female 77%
Q2	Male 26.7%
(lower middle)	Female 73.3%
Q3	Male 28.3%
(upper middle)	Female 71.7%
Q4	Male 25%
(upper)	Female 75%

Whole Organisation

Male 25.7%
Female 74.3%