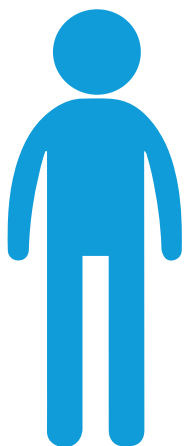


Gender Pay Gap Report

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 2018 figures.



Mean Gender Pay Gap 4.2%

Median Gender Pay Gap 8%

Mean Bonus Gender Pay Gap 4.6%

Median Bonus Gender Pay Gap 0%

Proportion of Males and Females
Receiving a Bonus Payment Males 88.6%
Females 89.7%

Proportion of Males and Females in each Quartile

| | |
|----------------|--------------|
| Q1 | Male 29% |
| (lower) | Female 71% |
| Q2 | Male 21.3% |
| (lower middle) | Female 78.7% |
| Q3 | Male 27.9% |
| (upper middle) | Female 72.1% |
| Q4 | Male 29.5% |
| (upper) | Female 70.5% |