

## Gender Pay Gap Report for 2017

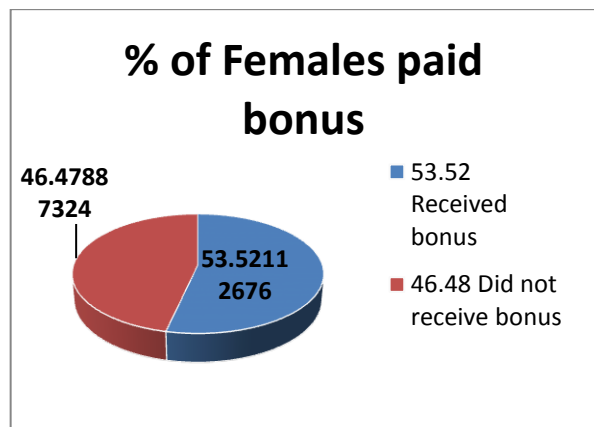
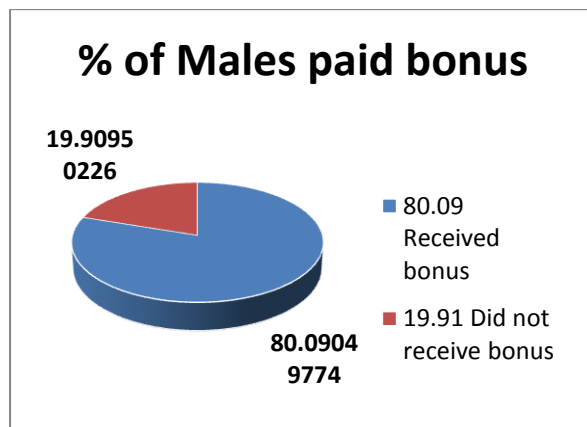
Fish Brothers (Swindon) Ltd are confident that men and women are paid equally for performing the same role within the group, however a gender pay gap exists because there are a greater proportion of men than women in senior roles within the group. We have a male orientated workforce, which is in line with many other businesses in the motor industry. Applications from female candidates are encouraged and we continually strive to redress this balance.

### Pay and Bonus Gap

The gender pay gap is the difference between the mean or median hourly rate of pay that male and female colleagues receive.

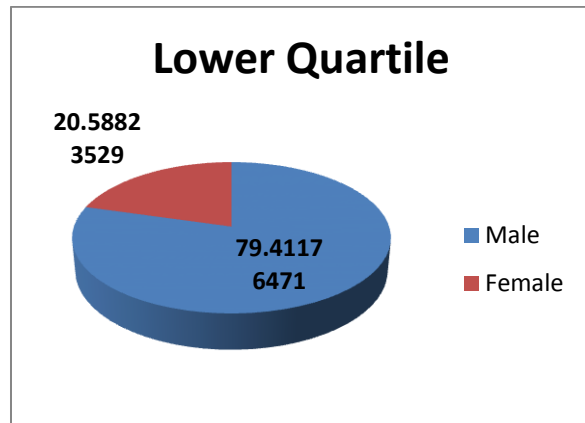
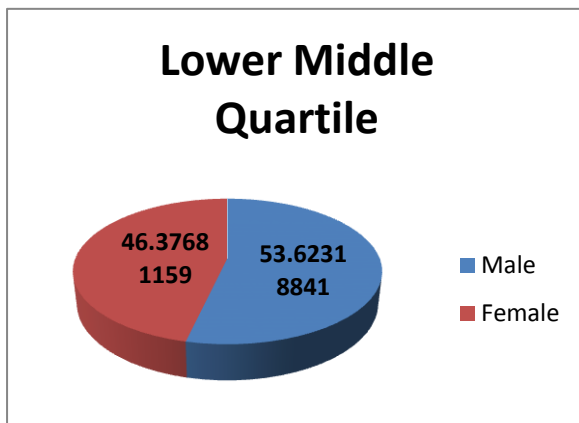
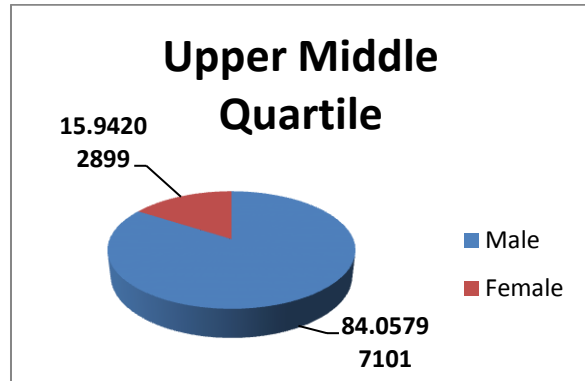
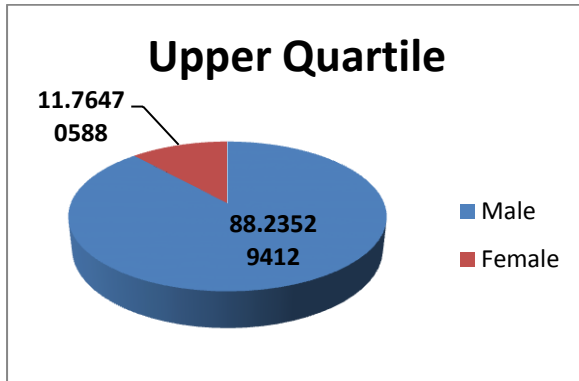
	Mean	Median
<b>Gender Pay Gap (Hourly Rate)</b>	<b>29.2%</b>	<b>17.4%</b>
<b>Gender Bonus Gap</b>	<b>63.2%</b>	<b>63.6%</b>

### Proportion of Colleagues Awarded a Bonus



## Pay Quartiles

The below illustrates the gender split when we arrange hourly rate of pay from highest to lowest and group into four quartiles.



We strive to encourage applications from all genders across all positions and continually seek to redress this balance.

I confirm the data reported is accurate.

Keith Butler (Finance Director)