

## GENDER PAY GAP REPORT

InterQuest strongly believes that a diverse team adds positive viewpoints and discernment to our business, engendering originality and affirmative outcomes that are otherwise unlikely to be possible. To help achieve this InterQuest has appropriate practices in place to ensure the Group’s approach to remuneration for our employees is based on fairness. In addition, robust procedures safeguard that all employees are treated equally.

InterQuest employees should feel empowered and authentic so that they are able to accomplish their own personal aims to the best of their ability which, in turn, will help the Group achieve its commercial and staffing objectives.

InterQuest has many formal and informal channels for employees to communicate internally, drawing on local, national and international initiatives to share and applaud the positive outcomes of our employees on our business and to the market through organisations our employees are involved in. In line with these ideals, during 2017, the Group also conducted two independent and anonymous employee surveys with the results being followed up by the senior management team in presentations to the employees.

### Statutory Disclosures

Basic pay - Difference in average pay between men and women.

- 21.9% - Median Gender Pay Gap
- 30.7% - Mean Gender Pay Gap

The quartiles shown below set out the gender distribution across InterQuest in four equally sized quartiles (by number of staff). The total population for gender pay reporting was 265 employees with a male/female split of 148 (55.8%) / 117 (44.2%) respectively.

	Male	Female
Upper / Q4	74.2%	25.8%
Upper Middle / Q3	56.1%	43.9%
Lower Middle / Q2	51.5%	48.5%
Lower / Q1	41.7%	58.3%

Bonuses - Difference in average bonus paid between men and women who received a bonus.

- 57.8% - Median Bonus Gap
- 45.8% - Mean Bonus Gap
- 82% of men received a bonus
- 82% of women received a bonus

## Understanding our gap

The gender pay gap is defined as the difference in the average pay between men and women. In common with many other large UK employers, the gender pay gap of InterQuest is driven by:

- Employing more males than females at a senior level
- Employing more females in junior and non-sales roles
- The bonus gap is driven by fewer women in senior positions where higher bonuses are paid.

This differs from an equal pay gap; which is a failure to pay men and women like pay for like work.

We acknowledge that the results of our report show a disappointing difference and we recognise that we need to make better progress in reducing this gap. The gender pay gap will persist until there is a greater number of women at a senior level in our organisation. We are deeply committed to addressing this but acknowledge that this will take time and consistent focus by our senior management team.

## Declaration

We confirm that InterQuest Group Plc's pay gap data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Chris Eldridge