

OUR 2017 GENDER PAY GAP REPORT

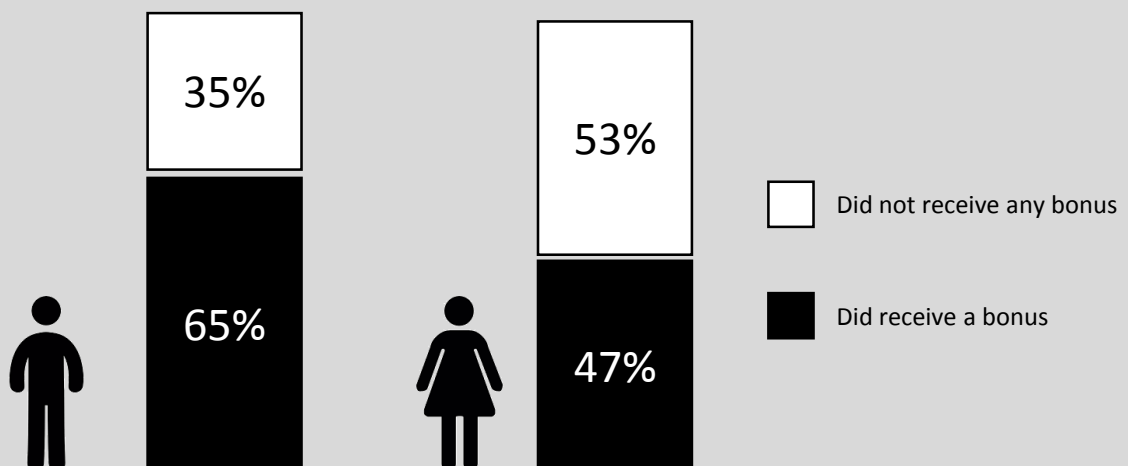
Vantec Europe Ltd, a company growing through diversity, creativity, mutual respect and trust.

DIFFERENCE BETWEEN MALE AND FEMALE

	Mean	Median
Hourly rate of pay	-12.9%	-3.9%
Bonus	-25.6%	0%

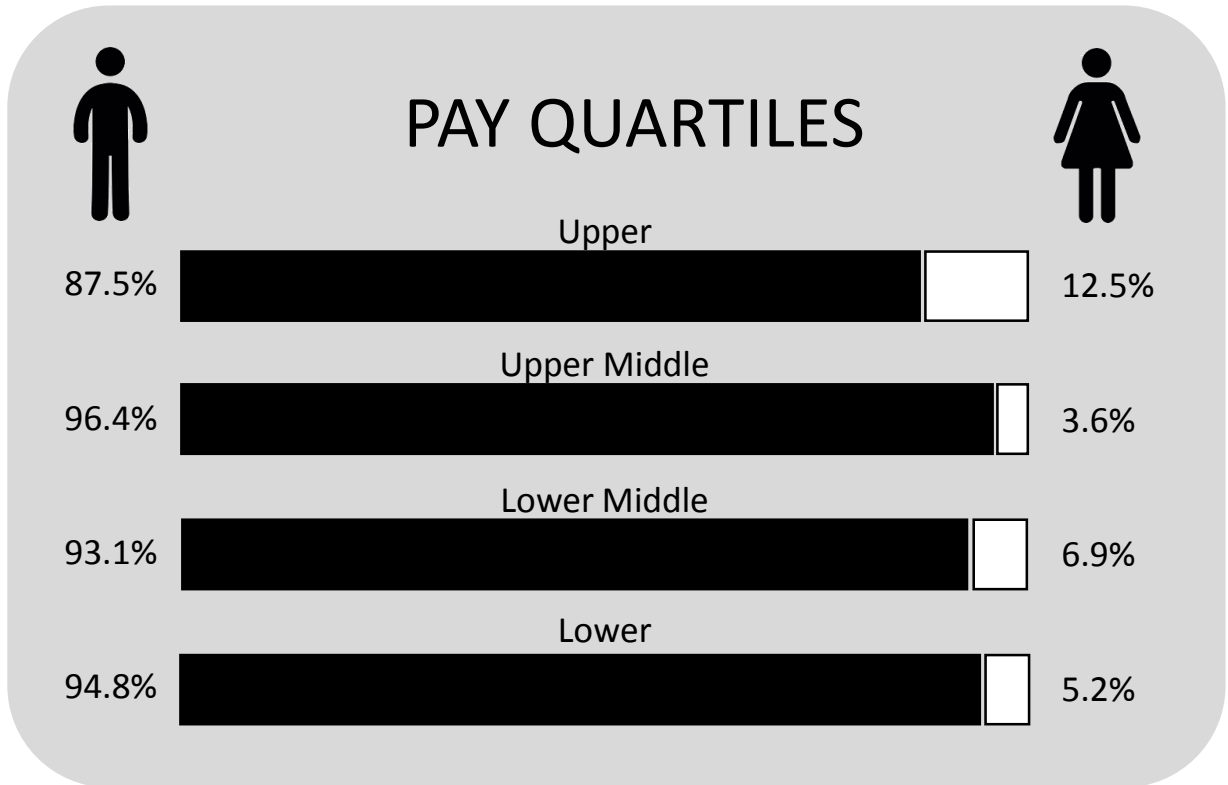
The figures above show our overall mean and median gender pay gap, based on snapshot of data taken on 5th April 2017. The minus figures indicate a positive situation in terms of female pay, on average. However, it is worth noting that the company has 92.9% male employees.

PROPORTION OF EMPLOYEES WHO RECEIVED BONUS PAY DURING 2016



This shows that 18% more males received a bonus payment than females.

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The above image shows the gender distribution at Vantec Europe Limited across four equal pay quartiles. This indicates a dominant male presence within our sector of industry.

We are confident that our male and female employees are paid equally for doing equivalent jobs across our business.

I confirm the data reported is accurate.



Martin Kendall
Managing Director