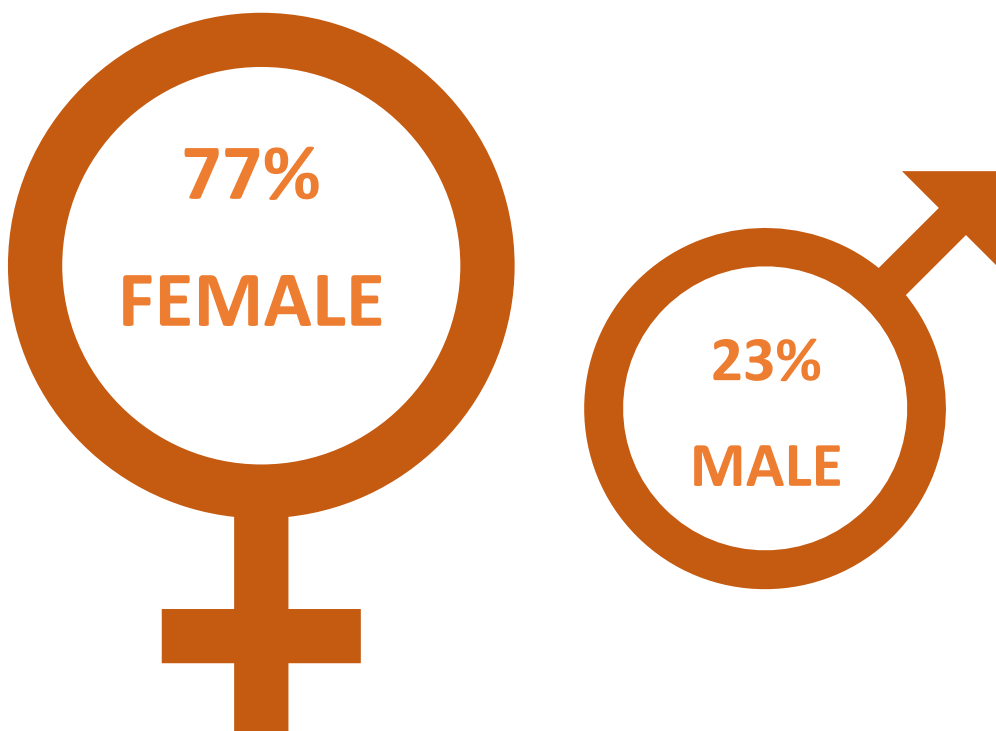


2017 GENDER PAY GAP REPORT

We are a Social Enterprise co-owned by our staff as an employee co-operative and we are committed to creating a working environment of fairness, equality and inclusion.

**ACROSS 460 EMPLOYEES THE
GENDER BALANCE IS**

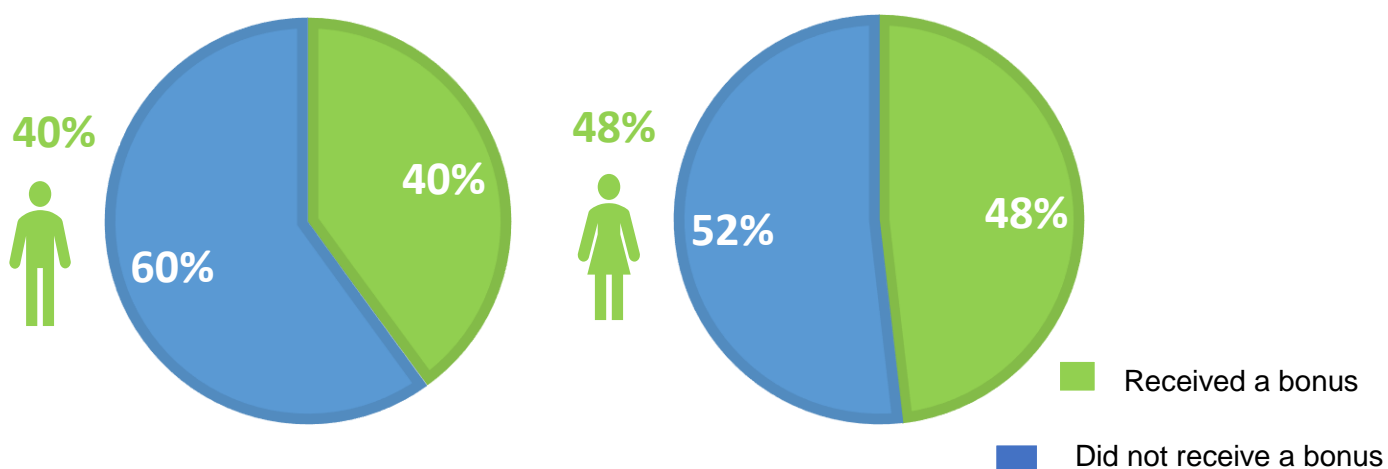


OUR 2017 GENDER PAY GAP REPORT

DIFFERENCE BETWEEN MEN AND WOMEN		
	Mean	Median
Hourly fixed pay	0%	-3.23%
Bonus paid	3.43%	11.7%

The gender different in bonus paid reflects the fact that a greater percent of men were full time and bonus payments are not impacted by pro rating the amount to contracted hours worked.

PROPORTION OF COLLEAGUES AWARDED A BONUS FOR 2017



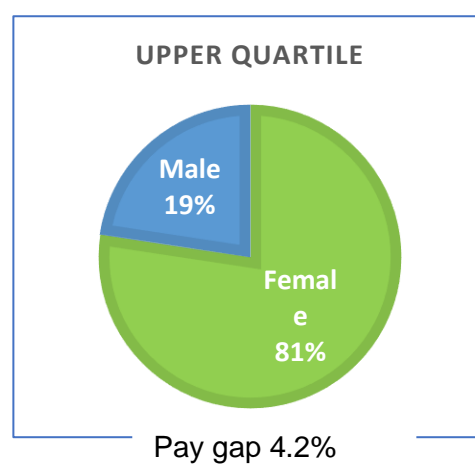
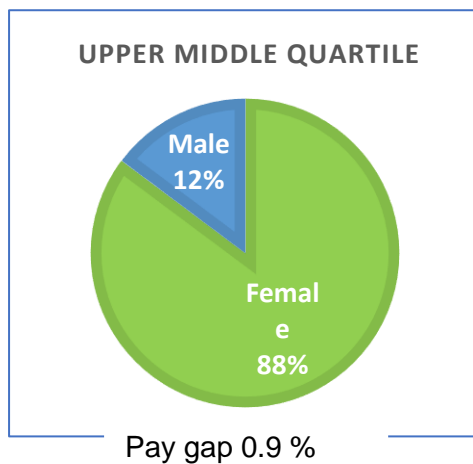
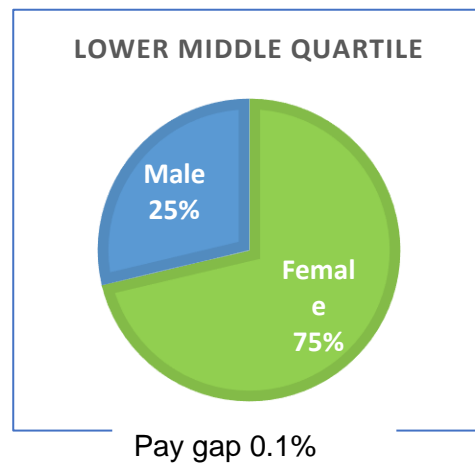
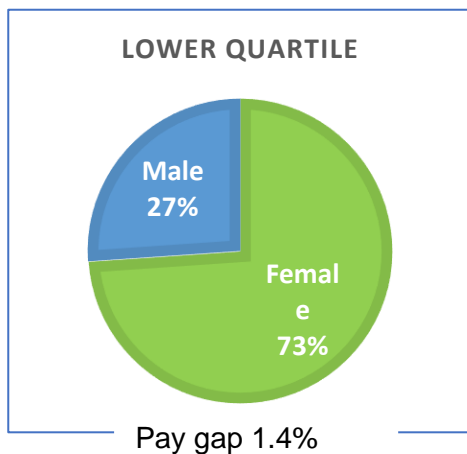
This shows an 8% difference between the number of men and women being paid a bonus for their performance in 2016.

PAY QUARTILES

Proportion of males and females in each pay quartile, each quartile contains 115 employees.

SALARY QUARTILES

	% Female	% Male
Lower quartile	73.04%	26.96%
Lower middle quartile	74.78%	25.22%
Upper middle quartile	87.83%	12.17%
Upper quartile	80.87%	19.13%



We are confident that men and women are paid equally for the equivalent jobs and the quartile split reflects the overall gender balance within Leading Lives of 23% male to 77% female. I confirm that the date reported is accurate.

A handwritten signature in black ink, appearing to read 'AM Carr', enclosed within a circular scribble. Below the signature is a long, horizontal, wavy line.

Tony Carr
Managing Director
15 March 2018