

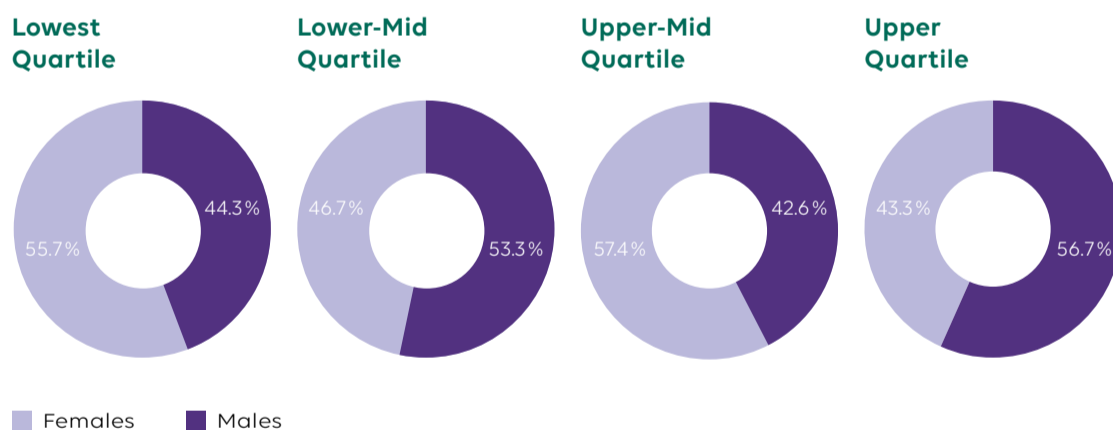
# GENDER PAY REPORT

This is the first year of Quotient publishing our gender pay gap figures. The gender pay data below shows the difference in average pay between men and women in the Company and is not to be confused with equal pay, which is the difference between the pay of men and women who carry out the same job, similar jobs, or work of equal value. Quotient has sites in the UK, Switzerland and the US employing over 400 employees. In the UK alone, we are just over the threshold of 250 employees at the snapshot date of 5th April 2018 which this data accounts for.

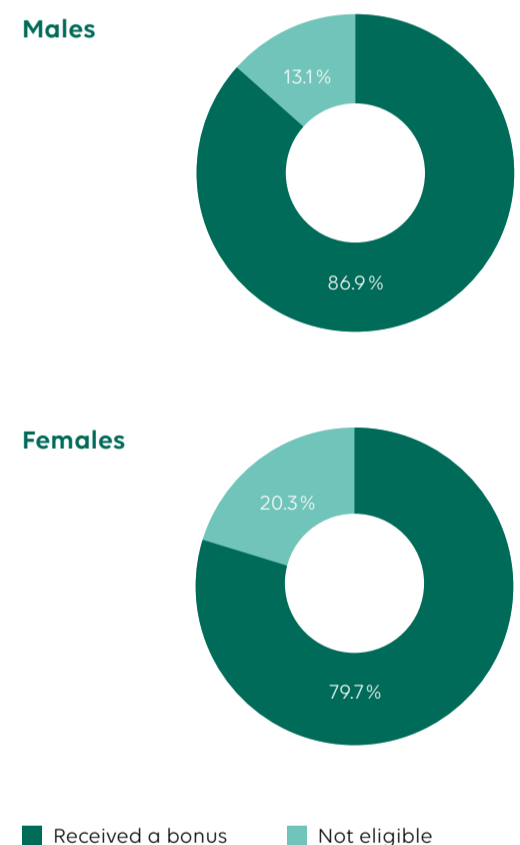
## Our gender pay gap results

	Mean (average)	Median (middle)
Pay Gap (hourly rate)	17.9%	3.3%
Bonus Gap	50%	1.6%

## Proportion of males and females in each quartile band



## Proportion of males and females receiving a bonus



## QUOTIENT ARE COMMITTED TO THE CAREER DEVELOPMENT OF ALL OUR STAFF

- Supporting a culture of diversity and inclusion is integral to the role of our management team and we provide them all with training in this area.
- Our succession planning and leadership development programmes help to provide growth and career development opportunities for all our employees.
- Our Flexible Working Policy supports our employees to develop their careers whilst positively balancing the needs of their home and work lives.
- We work with local schools and colleges to promote STEM careers for women and present positive role models of female senior leaders to our future talent pipeline.

We confirm that the data contained within this report is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Franz Walt, Chief Executive Officer



**THE FUTURE,  
MADE POSSIBLE.**