

## Gender Pay Gap Reporting

MainPay Ltd is required by law to publish an annual report detailing the pay gap between its male and female employees, expressed as a percentage of male earnings. This is the company's report for the snapshot date of 5 April 2017.

### Gender pay gap

- The mean gender pay gap for MainPay Ltd is 23.9%
- The median gender pay gap for MainPay Ltd is 9.8%
- MainPay does not pay bonuses.

### Quartile Reporting

QUARTILE	MALES	FEMALES
Lower quartile	23.0%	77.0%
Lower middle quartile	25.2%	74.8%
Upper middle quartile	68.3%	31.7%
Upper quartile	67.9%	32.1%

## Written Statement

MainPay Ltd employs temporary workers across various sectors. The salaries it is able to pay its employees are based on the rates it receives from the temporary work agencies for our employees' assignments. These rates are agreed by the temporary workers themselves, when accepting assignments sourced by temporary work agencies. Therefore the information that has been provided should be viewed in this context.

The Director of MainPay, Andrew May, confirms that the information is accurate as at the time of publishing.