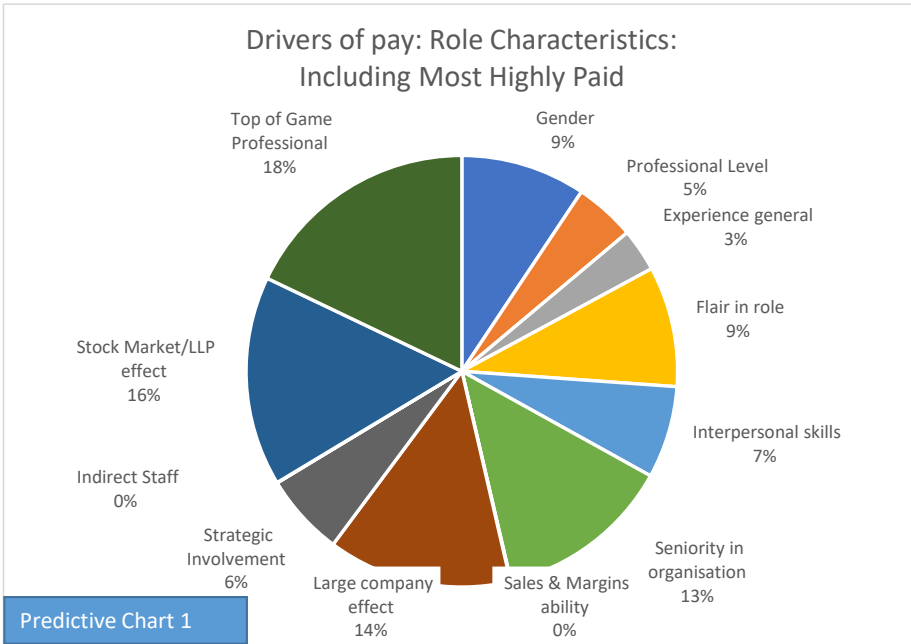


PLC-HO based SE UK



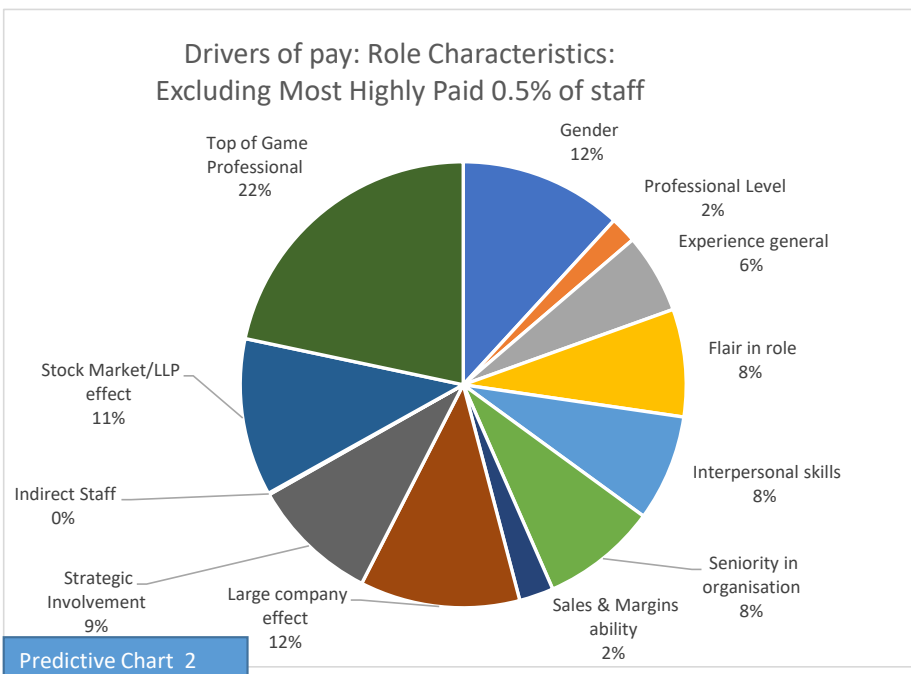
This chart shows the real drivers of Basic Pay within PLC-HO based SE UK

This data is based on 100% detailed analysis of all the job roles in the business, and their statistical relationship to Total Pay.

The effect of personal performance is excluded - so bonuses and reward for personal performance are not shown.

Neither Male nor Female Gender affects pay noticeably (below 2% of total pay).

Some roles are more attractive to people of a particular gender, or to those who seek specific role characteristics. This can affect the market rate for the roles, especially when viewed across the country.



This data shows the split of the drivers pay when the top three layers of pay are excluded from the calculation.

This is because the skew effect of top executive pay in PLC companies, which are stock market quoted is significant.

The effect of personal performance is excluded - so bonuses and reward for personal performance are not shown.

Key Drivers of pay are:

- 1 Top of Game Professional being: 21.6%
- 2 Large company effect being: 11.6%
- 3 Stock Market/LLP effect being: 11.4%
- 4 Strategic Involvement being: 9.3%
- 5 Seniority in organisation being: 8.4%
- 6 Flair in role being: 7.8%

The influence of Gender on Pay - can be for either Male or Female preference: the gender bias in the figures are:
 or, excl. higher paid:

0.68% for all staff;
 1.74%