



THE FIRST NAME FOR SAP

The background of the page features large, stylized gender symbols. A pink female symbol (a circle with a vertical line and a horizontal crossbar) is on the left, and a light blue male symbol (a circle with a vertical line and a diagonal arrow) is on the right. A white rectangular box with a dark grey border is centered over the symbols, containing the title text.

GENDER PAY GAP REPORT 2017

We are committed to ensuring that our people are paid based on the role, experience and skills and not based on gender.



Edenhouse Solutions sits in the Technology sector, where the gender pay gap is 25%. At 14.7% our mean gender pay gap is considerably smaller than the average.

The gender pay gap is different to equal pay.

The **gender pay gap** shows the difference between the average hourly earnings of men and women across the workforce, and is about addressing the representation of women in the workforce. **Equal pay** is about whether a woman and a man performing the same work, at the same level, in the same organisation receive the same pay.

Like other companies in our sector, the gap is primarily caused by having fewer women in senior positions and in the more senior technical roles.

Our gender pay gap is not a pay issue; our pay gap is driven by the structure of our workforce. We are confident that men and women are paid equally for doing equivalent jobs across our business.

There are fundamentally more men employed in our industry and at the snapshot date (April 2017), 185 of our employees were male and 80 female. We are committed to recruiting more female employees. Same by offering more flexible working options. Our focus is on recruiting and promoting more women into senior management positions to reduce our gender pay gap.

Our Numbers

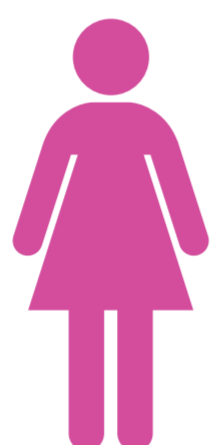
Gender Pay and Bonus Gaps

Edenhouse's gender pay gap - based on hourly rates of pay as at 5 April 2017 - sees women earn 14.7% (mean) and 28.5% (median) less than men.

	Mean	Median
Pay Gap	14.7%	28.5%
Bonus Gap	8.0%	6.5%

Proportion of employees receiving a bonus

66.3% of women



76.8% of men



Employees who have worked for Edenhouse for more than six months, and who meet performance expectations, are eligible to participate in the Edenhouse bonus scheme.

Pay Quartiles

Pay quartiles show the split of men and women in each quarter of our workforce when ordered by remuneration received.



Declaration

We confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paul Solomon
Chief Executive Officer
Edenhouse Solutions Ltd