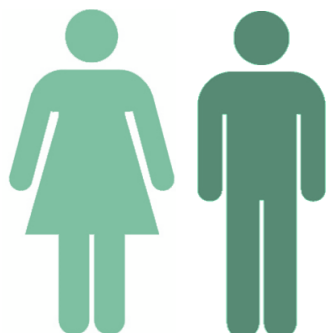


GENDER PAY GAP REPORT - 2017

PAY & BONUS GAP



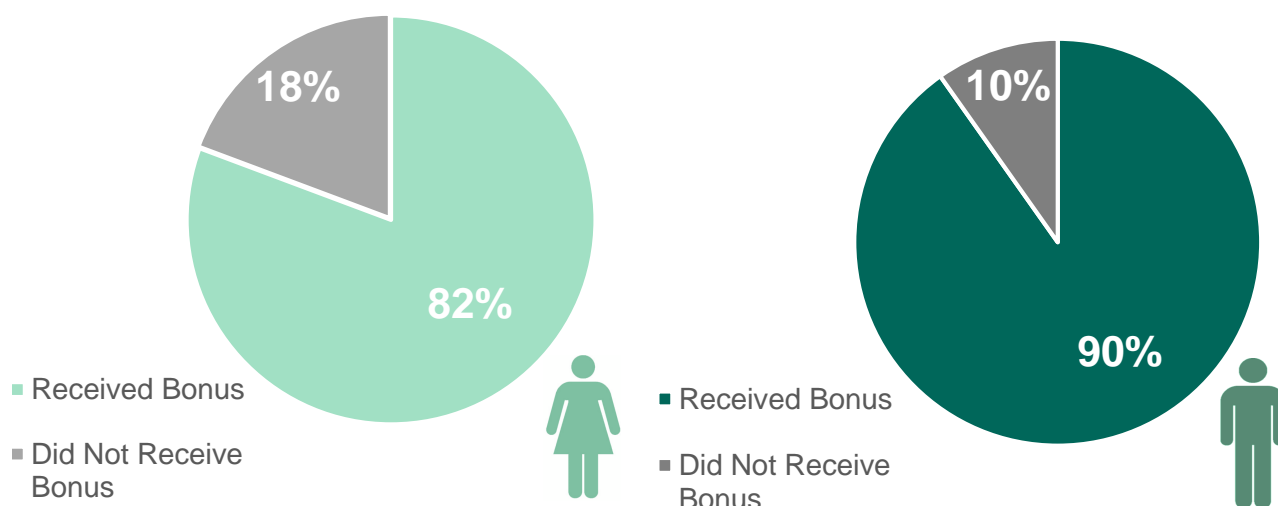
	MEAN	MEDIAN
PAY GAP	- 6.6%	- 4.1%
BONUS GAP	9.6%	12.7%

The above table shows Evans Cycles' Gender Pay Gap and Gender Bonus Gap as at the snapshot date (5th April 2017).

This captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2017.

A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

PROPORTION OF COLLEAGUES RECEIVING BONUS



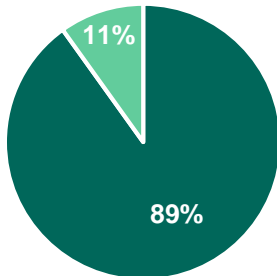
These charts show the percentage of male and female colleagues who received a bonus payment in the year up to and including the snapshot date (5th April 2017).

This shows that Evans Cycles had a difference of 8% between the number of men and woman who received a bonus.

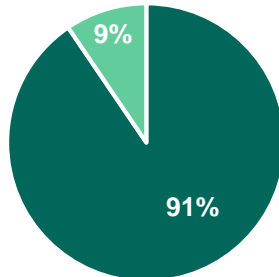
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PAY QUARTILES

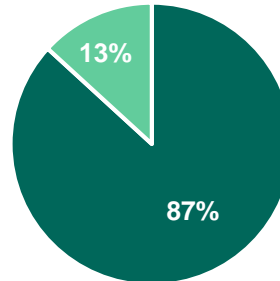
Lower Quartile



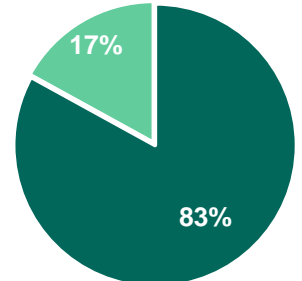
Lower Middle
Quartile



Upper Middle
Quartile



Upper Quartile



% Males



% Females

The above charts show the gender distribution across four equally sized pay quartiles.

This shows that Evans Cycles has a much higher percentage of male colleagues across all pay quartiles.

UNDERSTANDING OUR DATA

At Evans Cycles, we are confident that men and woman are paid equally when working in equivalent roles.

Our data shows that we currently have a slightly higher percentage of our female population based in higher paid and more senior roles in the business.

This means that overall our Gender Pay Gap is **-6.6** (mean), meaning that on average, our female colleagues receive a higher rate of pay.

Our Bonus Pay Gap shows that in the year leading up to the snapshot date (5th April 2017) a higher percentage of male colleagues received bonus and that on average they received **9.6%** more than the females in the business.

We believe that this is because in FY16 our retail and warehouse colleagues (who have a higher male population) received more bonus payment due to the structure and targets, set out in their bonus scheme.

OUR ACTIONS

Although we believe that our Gender Pay Gap shows that we pay equally, we have taken steps to ensure that we are monitoring this regularly across the business, in more depth, to ensure that these results are consistent across all areas.

Over the last 6 months we have also been monitoring the gender diversity throughout the business, particularly in our retail stores and have made steps towards creating a more gender balanced environment.

I can confirm that the data published in this report is accurate.

Andy King
CEO

ENJOY THE RIDE