

GENDER PAY GAP REPORT 2017

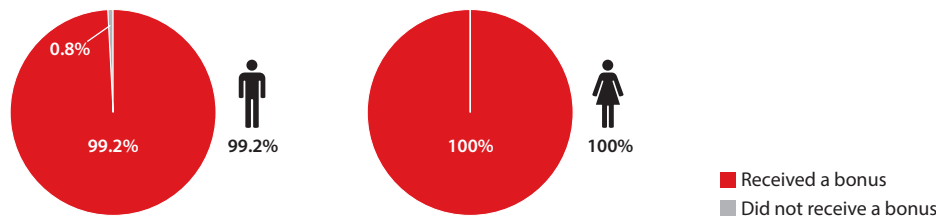
In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which came into force on 6 April 2017 employers with in excess of 250 employees are required to publish gender pay gap data on their website on an annual basis.

This report is based upon the 260 male and 29 female employees at the snapshot date of 5 April 2017 with bonus data from bonuses paid in the 12 months prior to that date.

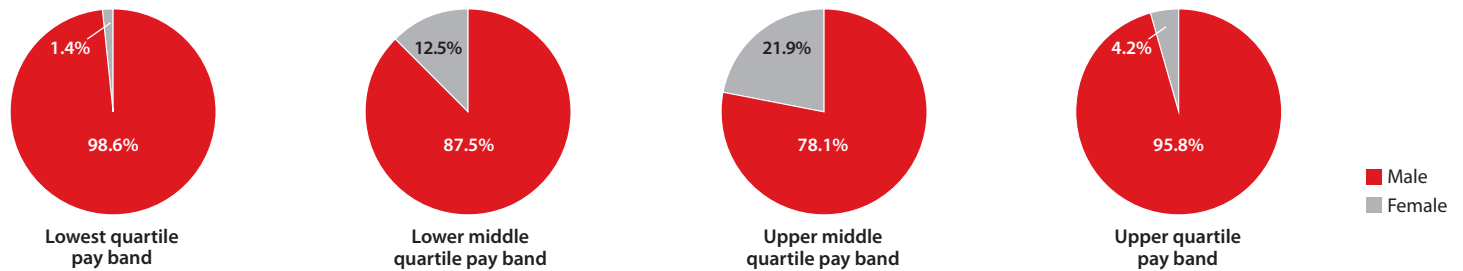
Difference between men and women

	Mean	Median
Hourly fixed pay gap	3.4%	-20.0%
Bonus pay gap	13.9%	-7.5%

Proportion of employees awarded a bonus



Proportion of males and females in each pay quartile %



At 3.4% Balmoral Comtec Limited's mean hourly gender pay gap is significantly lower than the national average, while the median hourly fixed pay gap is 20% higher for females than males. This is because female employees fall predominantly in the middle pay bands within the company.

Balmoral Comtec Limited is an equal opportunities employer and recruits the best people for the job. The gender imbalance and structural workforce challenges that the company faces are indicative of wider issues in the United Kingdom such as the lower number of females studying STEM subjects at university and going into STEM careers, and certain manufacturing industry roles being more appealing to males, a view Balmoral continues to challenge.

I confirm that the Balmoral Comtec Limited gender pay gap calculations are accurate and fully meet the requirements of the legislation.

WE Main
Finance Director

