

**FIELDROSE LTD GENDER PAY GAP REPORTING 2018 - 2019**

Mean Gender Pay Gap	Median Gender Pay Gap
-1.0%	-2.0%

Bonus	Male	Female	%
Mean	472.02	298.44	36.8%
Median	300.00	250.00	16.7%

Employees who received Bonus Pay %	
Male	Female
56.8%	43.2%

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	45.2%	45.1%	45.2%	45.1%
Female	54.8%	54.9%	54.8%	54.9%

**INTRACAVE LTD GENDER PAY GAP REPORTING 2018 - 2019**

Mean Gender Pay Gap	Median Gender Pay Gap
-30.3%	-34.5%

Bonus	Male	Female	%
Mean	0	0	0%
Median	0	0	0%

Employees who received Bonus Pay %	
Male	Female
0	0

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	26.2%	25.8%	25.8%	24.6%
Female	73.8%	74.2%	74.2%	75.4%