

## Gender Pay Gap

Under new legislation that came into force in April 2017, Nifco UK Ltd is required (as a UK employer with more than 250 employees) to publish and report specific figures about our gender pay gap which covers both pay and bonuses.

Nifco UK Ltd is committed to creating a diverse and inclusive culture and we have published below our gender pay gap and bonus gap as at the snapshot date (ie 5 April 2017) for pay and in the 12 months reference period to 5 April 2017 for bonus.

Difference in mean hourly rate of pay	20.6%
Difference in median hourly rate of pay	20%
Difference in mean bonus pay	0%
Difference in median bonus pay	0%

Employees %	Male %	Female %
Percentage of employees who receive bonus pay	0%	0%

Employees by pay quartile	Male %	Female %
Upper quartile	93.9%	6.1%
Upper mid quartile	77.6%	22.4%
Lower mid quartile	76.2%	23.8%
Lower quartile	49.3%	50.7%



Mike Matthews  
Nifco UK Ltd  
Managing Director