

REVIEW TO GENDER PAY GAP DATA – CRYSTAL SERVICES PLC
December 2017

1. Difference in mean hourly rate of pay – mean 7%
2. Difference in median hourly rate of pay – median 4%
3. Difference in mean bonus pay – mean 3%
4. Difference in median bonus pay – median 78%
5. Percentage of employees who received bonus pay Male 37% Female 5%
6. Employers by pay quartile:
 - Upper quartile – Male 35% Female 65%
 - Upper middle quartile – Male 48% Female 52%
 - Lower middle quartile – Male 48% Female 52%
 - Lower quartile – Male 35% Female 65%

Written Statement:

We at Crystal Services plc believe that monitoring the pay gap between men and women is crucial to ensuring everyone is fairly rewarded for their work and enjoys the same opportunities.