



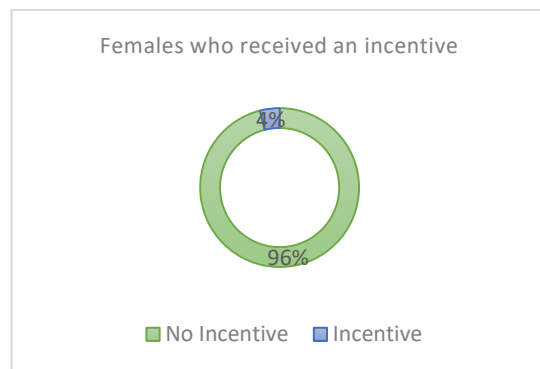
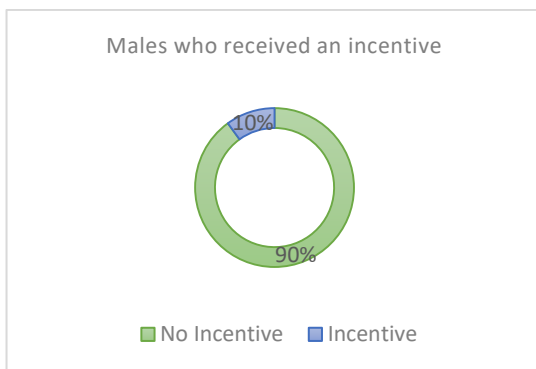
## THE UPHAM PUB COMPANY GENDER PAY REPORTING 2017/2018

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

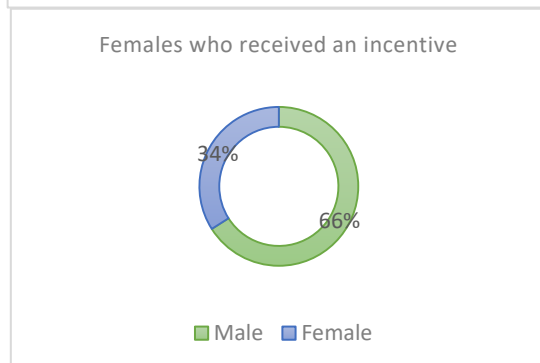
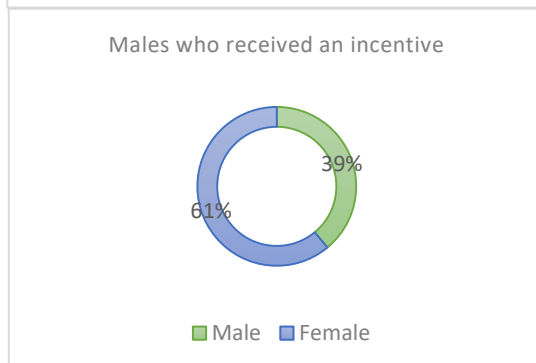
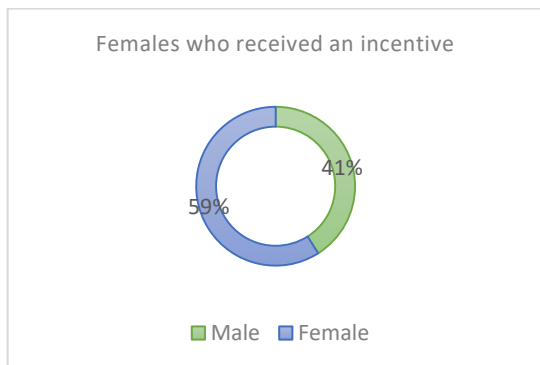
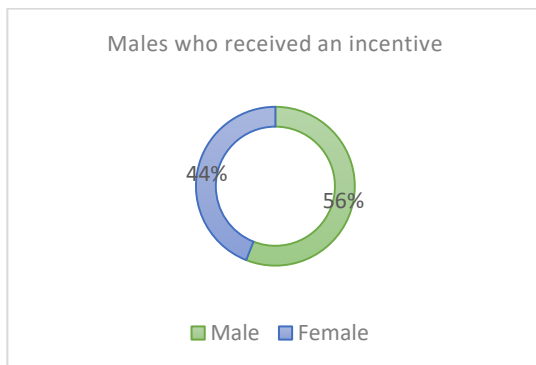
The data below is taken from The Upham Pub Company Ltd payroll for April 2017. There were 386 people on the payroll for that period split 195:191 male to female.

**Differences between hourly earnings for men and women**  
Mean 10.9%  
Median 0.0%

**Differences between incentives paid to men and women**  
Mean (64.1%)  
Median 10.0%



The charts below show the gender distribution at Upham when colleagues are placed into four equally sized quartiles based on pay.



I confirm that The Upham Pub Company Ltd is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Christopher Phillips  
CEO