

Gender Pay Gap Report 2017

Sleepeeze Holdings plc

Pay calculated for the pay period including 05/04/2017

Bonus calculated for the year 06/04/2016 to 05/04/2017

Pay Differences

	(%)
Hourly Mean Pay Rate	30.67
Hourly Median Pay Rate	7.53
Mean Bonus Payments	100.00
Median Bonus Payments	100.00

Pay Percentile Distributions

	Male (%)	Female (%)
Receiving Bonus	3.52	0.00
Upper Quartile	84.29	15.71
Upper Middle Quartile	80.00	20.00
Lower Middle Quartile	55.71	44.29
Lower Quartile	76.81	23.19

Notes

The pay differences are expressed as the difference between the mean/median hourly rate/bonus for men and women as a percentage of the men's rate/bonus pay. Negative values mean that the average rate for women is greater than for men. For more information see the relevant legislation.

The percentages of employees receiving bonuses are simply based on the numbers of male and female employees identified as having received some kind of bonus payment in the year.

Quartile figures are calculated by dividing the pay rates into four equal groups from the lowest to the highest and working out how many male and female employees are in each group.

This report was compiled using the methods described in the relevant legislation from data held in the payroll system and identified as relevant for this purpose.

Information on the calculations can be found at

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>