April 5, 2017 Oath (UK) Limited Gender Pay Report

Address: Shropshire House, 11-20 Capper Street London WC1E 6JA

Sector: Information and Communication

**HOURLY RATE**
Women's Hourly Rate is:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>23.52%</td>
<td>23.29%</td>
</tr>
<tr>
<td>LOWER</td>
<td>LOWER</td>
</tr>
<tr>
<td>(Mean)</td>
<td>(Median)</td>
</tr>
</tbody>
</table>

**PAY QUARTILES**
How many men and women are in each quarter of the employer's payroll?

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top quartile</td>
<td>72.48%</td>
<td>27.52%</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>63.48%</td>
<td>36.52%</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>53.57%</td>
<td>46.43%</td>
</tr>
<tr>
<td>Lower quartile</td>
<td>33.04%</td>
<td>66.96%</td>
</tr>
</tbody>
</table>
**Bonus Pay**

Women's bonus pay is:

- 52.98%  
- LOWER  
- (Mean)  

Who received bonus pay?

- 93.75%  
- of MEN  

- 33.66%  
- LOWER  
- (Median)  

- 93.53%  
- of WOMEN

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

[Signature]

Stuart Flint  
Director  
Oath (UK) Limited  
Shropshire House, 11-20 Capper Street London WC1E 6JA