

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:

| | |
|--------|----------|
| 23.52% | 23.29% |
| LOWER | LOWER |
| (Mean) | (Median) |

PAY QUANTILES

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

Top quartile

| | |
|--------|--------|
| 72.48% | 27.52% |
| Men | Women |

Upper middle quartile

| | |
|--------|--------|
| 63.48% | 36.52% |
| Men | Women |

Lower middle quartile

| | |
|--------|--------|
| 53.57% | 46.43% |
| Men | Women |

Lower quartile

| | |
|--------|--------|
| 33.04% | 66.96% |
| Men | Women |

Bonus Pay

Women's bonus pay is:

| | |
|--------|----------|
| 52.98% | 33.66% |
| LOWER | LOWER |
| (Mean) | (Median) |

Who received bonus pay?

| | |
|--------|----------|
| 93.75% | 93.53% |
| of MEN | 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.



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