

GENDER PAY

REPORT FOR CFH DOCMAIL: 2016/2017

At CFH Docmail we take great pride in being the type of organisation where equality of opportunity and treating people fairly have been at the core of our values for over 40 years.

Bill McFedries - CEO, CFH Docmail Ltd

I confirm that the information contained in this report is accurate.



Jo Helps - Financial Director

CFH DOCMAIL GENDER PAY: **FACTS AND FIGURES**

BASIC PAY

Difference between men and women

7%
Mean

8%
Median

BONUSES PAID

Difference between men and women

-18%
Mean

0%
Median

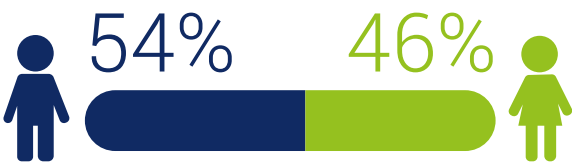
PROPORTION OF MEN AND WOMEN WHO RECEIVE BONUSES

95%
Men

84%
Women

PAY QUANTILES*

Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile



* The CFH Docmail workforce is 72% male and 28% female.