

Written Statement - Gender Pay Gap Report

Gender Pay Gap Reporting

Integrated Security Consultants Ltd is required by law to publish an annual report detailing the pay gap between its male and female employees, expressed as a percentage of male earnings. This is the company's report for the snapshot date of 6 April 2018.

Gender pay gap

- The mean gender pay gap for ISC Ltd is 9.1%
- The median gender pay gap for ISC Ltd is 5.3%
- ISC Ltd does not pay bonuses.

Quartile Reporting

<u>QUARTILE</u>	<u>MALES</u>	<u>FEMALES</u>
Lower quartile	78%	22%
Lower middle quartile	65%	35%
Upper middle quartile	73%	27%
Upper quartile	92%	8%

Written Statement

ISC Ltd employs casual workers across the event security industry. By virtue of the industry we employ a higher percentage of males, our hourly rates of pay are paid on position worked and not on the gender of the employee. Therefore, the information that has been provided should be viewed in this context.

The information is accurate at the time of publishing.

Tim Beeden Payroll Manager