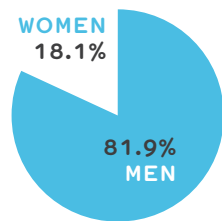


Gender Pay Gap Reporting 2018

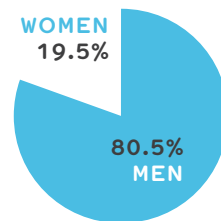
Pay Quartiles

The charts show the distribution of gender across four equal quartiles of pay from the lowest 25% of earners to the highest 25% of earners. For example the highest 25% of earners in our overall business consists of 18.1% female and 81.9% male. This shows that the largest percentages of women within Fortem fall within the lower pay quartile and upper pay quartile of roles within the business.

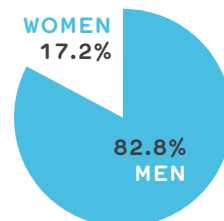
Top Quartile



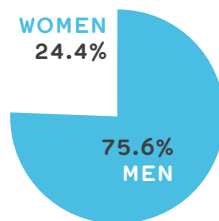
Upper middle Quartile



Lower middle Quartile



Lower Quartile



Proportion of employees awarded bonus in year 2018

The figures below show the proportion of men and women who received a bonus for their performance in 2018 financial year which demonstrates that all employees have an equal opportunity to earn a bonus payment.

Women's bonus pay is



Who received bonus pay



Women's hourly rate is

