

ABOUT MATCHTECH GROUP (UK) LIMITED

Matchtech Group (UK) Limited is part of the Gattaca group of companies and is the legal entity responsible for our PAYE contractor workforce in the UK. As a recruitment organisation, we are legally obligated to provide the data for this employee population.

KEY NOTES

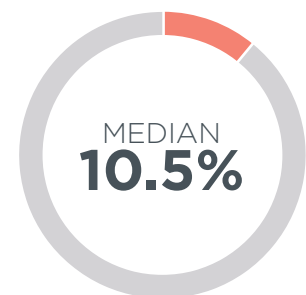
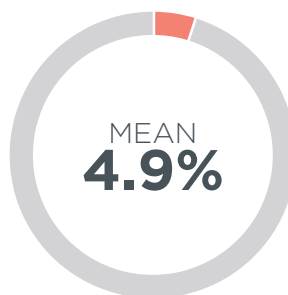
- As a recruitment business we are required to report gender pay gap data related to the temporary staff we provide to our clients. Ultimately, the pay and bonus rates of these individual contractors are determined by the end company they work for.
- At this time we are unable to capture and report the bonus gender pay gap figures for the employees captured in this document.
- This population consists of 1028 Contractors (309 of which are female and 719 Male) from multiple organisations, predominately engineering and technology companies.
- You can find out more about the work Gattaca Plc does to encourage diversity within the engineering and technology industries it supports in its 2018 Gender Pay Gap Report.

GENDER PAY GAP 2018: MATCHTECH GROUP (UK) LIMITED

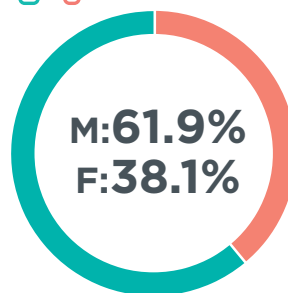
RESULTS

THE DATA BELOW IS BASED ON THE STANDARD HOURLY RATE DURING THE PAY PERIOD WEEK COMMENCING 2 APRIL 2018.

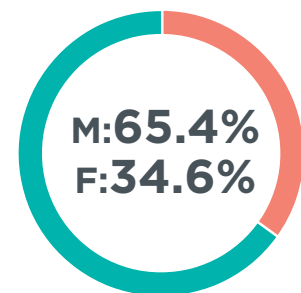
OVERALL GENDER PAY GAP - BASED ON HOURLY RATE



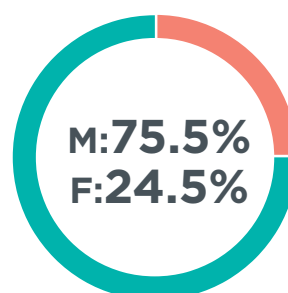
GENDER PAY GAP PER QUARTILE



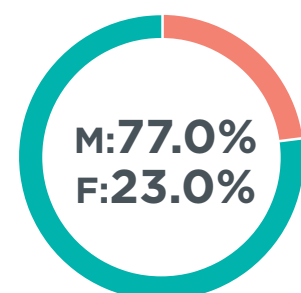
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE