

Gender Pay Report - 2020

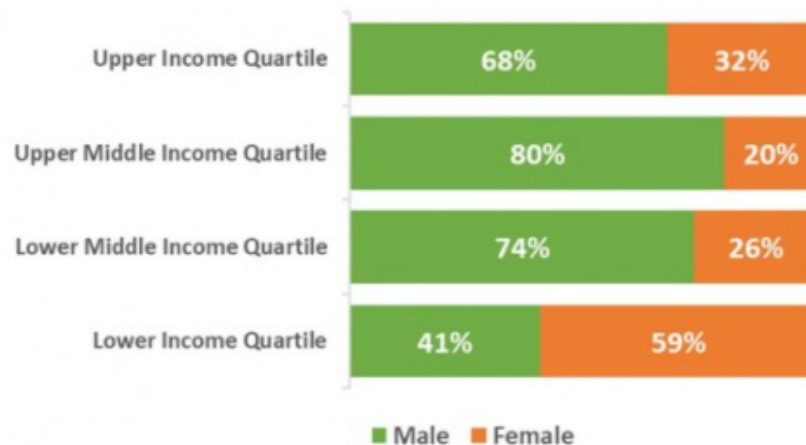
Report on Gender Pay Gap as of April 2020:

Corin UK Gender Pay Gap Analysis 2019-2020

The following report will detail our gender pay gap information for Corin UK at the snapshot date of 5 April 2020.

Pay quartiles across Corin UK

The charts below show the gender distribution across Corin UK, in four equal sized pay quartiles.



Gender pay gap in Corin UK

Median Gender Pay Gap: 18%

Mean Gender Pay Gap: 14%

The gender pay gap is a measure of the difference in the average pay of men and women across the organisation, regardless of the nature of the role or the business function. This is not an equal pay comparison; where two people or two groups of people are compared regarding terms and conditions of employment for similar roles.

Gender pay gap reporting is calculated in both median and mean averages within the snapshot period.

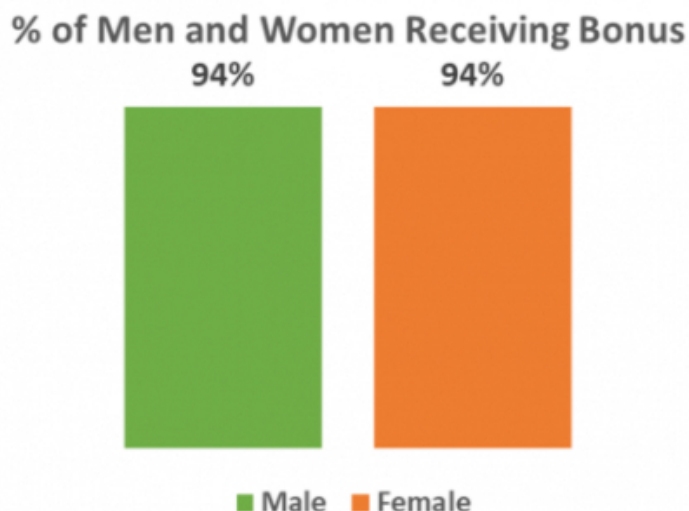
The **mean gender pay gap** is the difference between the average hourly pay of female employees and the average hourly pay of male employees, expressed as a percentage. In the snapshot period, Corin's mean pay gap was 14%. There has been no change from the previous year.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women: Half of the employees earn more than the median salary and half earn less. The median pay gap was 18% for Corin which has decreased by 3% compared to 2019.

Bonuses awarded

The charts below show the percentage of men and women who were awarded bonuses within the 12 months prior to the snapshot period.

Males & females receiving a bonus payment:

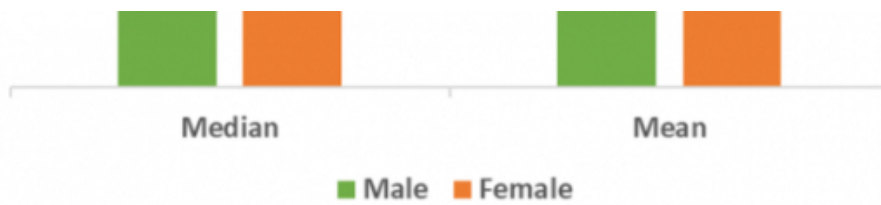


Bonus Gender Pay Gap

Mean: 2%

Median 0%





I confirm that the data shown in this report is accurate and aligned with the requirements of the Regulations.

Julie Skinner

Chief People Officer



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