

Gender Pay Gap Report

2017

FW THORPE PLC

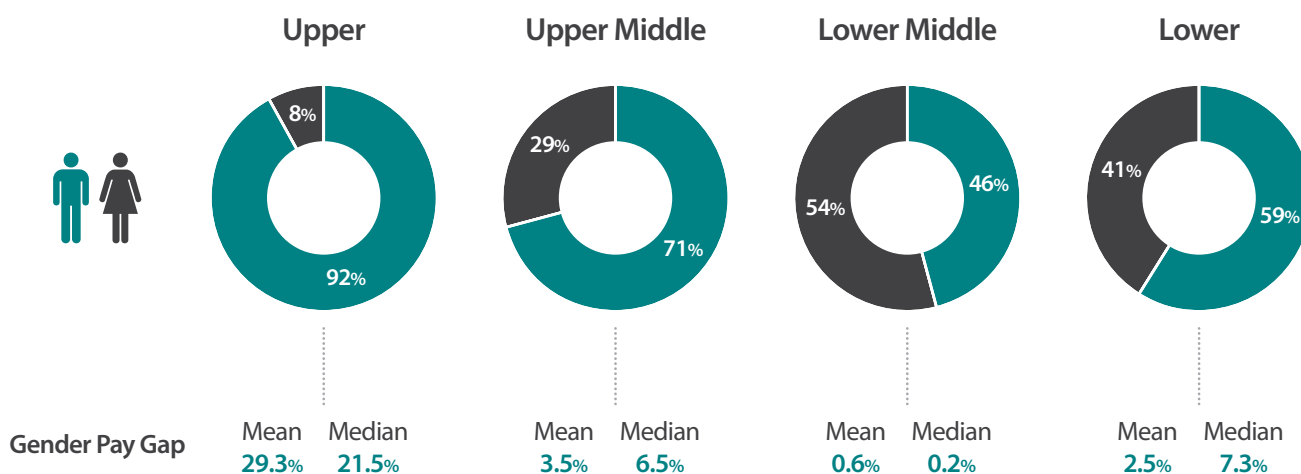
Based on the methodology prescribed by the UK Government, the overall gender pay gap is 22.5%.

Gender Pay Gap

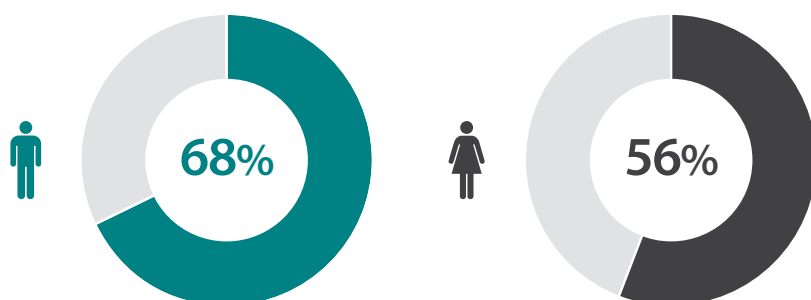
| Difference between male and female | | |
|------------------------------------|--------|-------|
| | Median | Mean |
| Hourly Pay | 22.5% | 42.4% |
| Bonus* | 55.5% | 81.7% |

* includes commission

Quartile Analysis



Percentage of employees receiving a bonus



The company operates a number of incentive schemes, including a scheme based on length of service.

Joint Chief Executive, Group Financial Director and Company Secretary