



INSPIRATIONS

## Gender Pay Gap Reporting Statement 2017

### Arc inspirations Limited

#### Introduction

As an Employer with more than 250 employees in the UK we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 Regulation 2017.

At Arc Inspirations we are committed to the principles of equal pay and all employees are paid according to experience and performance, irrespective of gender. At 13.93% our gender pay gap is better than the Office of National Statistics anticipated gender pay gap of 18%.

Diversity is highly important to us at Arc inspirations, we continually review our reward packages to ensure it is fair, consistent and reflects our company values. We work hard on attracting, training and retaining the very best talents in all areas of the company, this starts at the very top and we are very proud that 42% of our board are roles held by females.

The Results below are based on 514 Employees – 288 Male (56.03%) and 226 Female (43.97%)

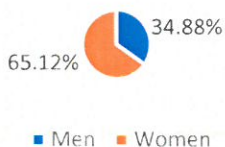
#### Results

Mean Gender Pay Gap	13.93%
Median Gender Pay Gap	6.00%
Mean Bonus Gender Pay Gap	11.72%
Median Bonus Gender Pay Gap	66.00%
Proportions of Males and Females Receiving a bonus Payment	

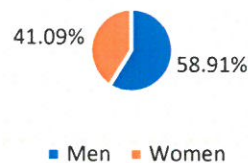
- Male 15.63%
- Female 8.85%

#### Quartiles

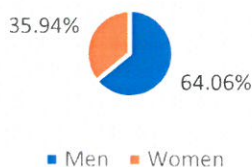
##### Lower Quartile



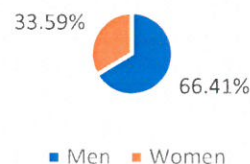
##### Lower Middle Quartile



##### Upper Middle Quartile



##### Upper Quartile



Andy Whelan, Finance Director Arc Inspirations Limited