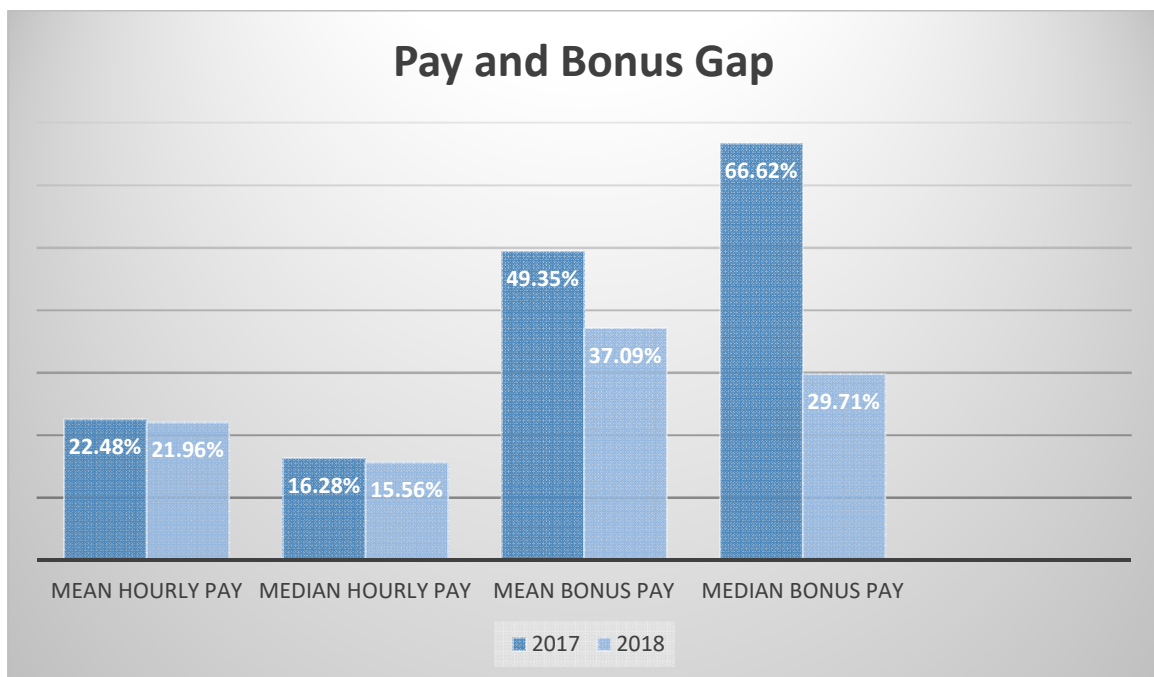




Norton Way Group

As a company we are committed to creating a working environment where everyone feels valued, respected and able to achieve their potential. We are committed to being fair and equal and continuing to undertake the necessary steps to further improve our gender pay gap.

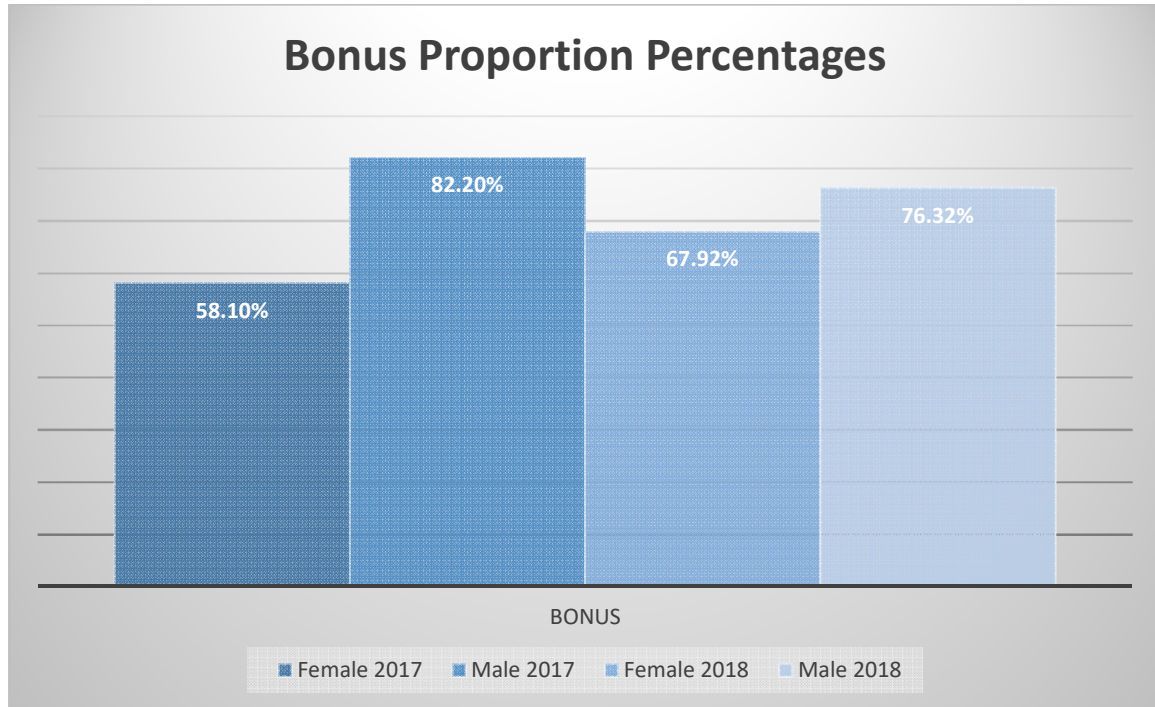
Since our report in 2017 we have improved by 36.91% in the median bonus pay gap and 12.26% in the mean bonus pay gap. The hourly pay gap has also shown an improvement and highlights our desire to improve upon our gender pay gap results.



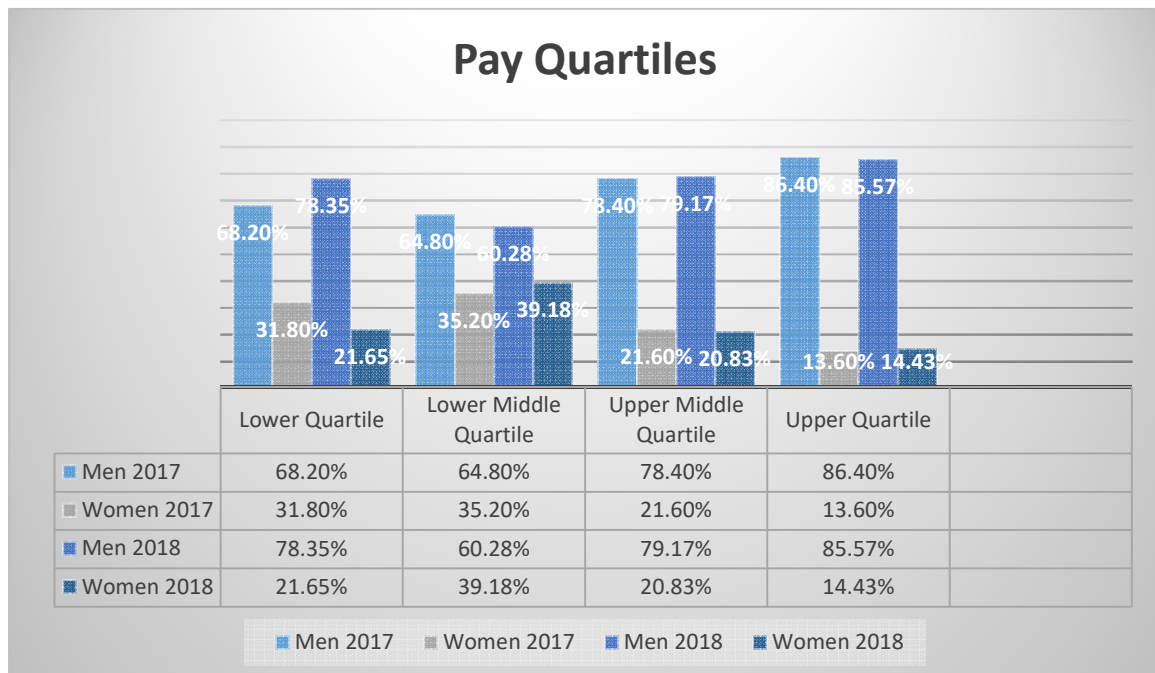


Norton Way Group

There is a similar male female divide in roles that do not receive a bonus, there are 76 men who did not receive a bonus compared to 30 women. In 2017 56 men and 44 women did not receive a bonus. As at the snapshot date (5 April 2018) ¾ of our employees were male.



The following table illustrates the gender distribution across NWG in four quartiles, containing either 96 or 97 employees.





Norton Way Group

We are confident that men and women are comparably paid for doing equivalent jobs throughout our business.

Our 2018 results indicate that there have been improvements in almost all areas when compared with 2017 data. We are committed to further improving on these results and will continue to regularly review our policies and decisions regarding pay and bonuses.

I confirm the data reported is accurate.

David Grainger
Managing Director