

NMR Group plc - Gender Pay Gap Reporting as of snapshot 5th April 2018

National Milk Records Group plc provides the tools to manage cows' production, health and fertility. Our products and services deliver the highest quality intelligence and results across the industry to make profitable production possible. From its formation in 1943, NMR has grown and developed into an integrated service provider working for both farmers and milk buyers as well as an independent source of data for advisors such as vets, farm consultants and breed societies

Our Gender Pay Gap report is based on data as at the snapshot date of 5th April 2018.

Our data shows that 50.2% of our employees were female and 49.8% of our employees were male at this time.

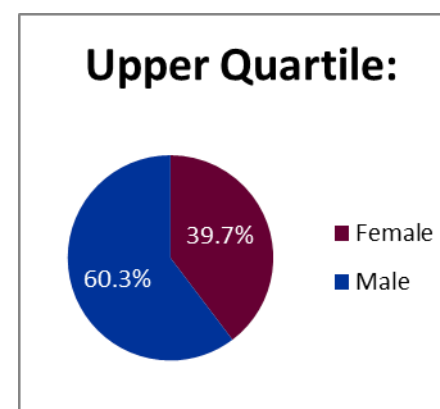
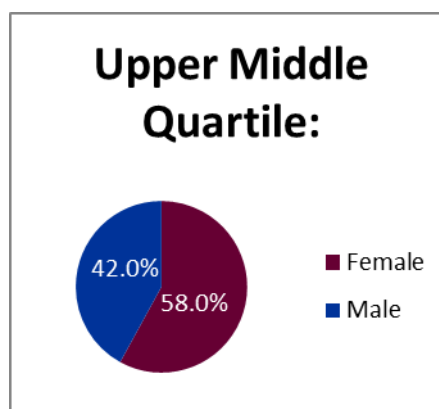
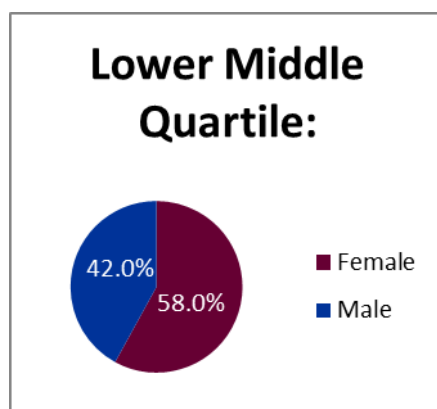
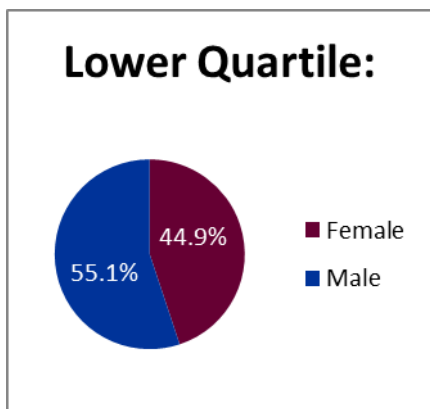
Our Pay and Bonus Gender Pay Gap is as follows:

	Mean	Median
Pay	5.40%	-2.40%
Bonus	42.42%	0%

	Male	Female
Receiving Bonus Pay	31.4%	50.7%
Difference		19.3%

	Count	%
Females	138	50.2
Males	137	49.8
Total	275	

The proportion of males and females in each quartile pay band is as follows:



We note that the following from our reporting:

- The split of females and males being fairly even at 50.2% female and 49.8% male.
- The mean gender pay gap in hourly rates show males earning 5.4% more than females.
- The median gender pay gap in hourly rates show that female earnings are higher than male earnings by 2.4%.
- The proportion of females who received bonus pay was higher than the proportion of males by 19.3%.
- The mean bonus pay gap shows that males earn 42.2% more bonus than females which can be explained by the lower proportion of females in the upper quartile.
- 41% of employees received a bonus at this snapshot date and the median bonus pay gap is the same for females and males.

