

Gender Pay Gap Report 2018

From April 2018, gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

NIC is committed to creating an inclusive and diverse workplace and welcome the requirement, led by government legislation to be transparent on gender pay. We believe that it is important for all companies to be transparent about pay, and that by doing this, progress will be made in bridging the pay gap that exists in the UK today.

Our strength has always been in the team that we create and the people that we employ to be part of our team. This is clearly defined within our business core values:

Our People are our greatest asset

NIC is proud to be an equal opportunities employer and we are therefore pleased to publish our gender pay gap report 2018.

Our median gender pay gap is **0%**, which is significantly lower than the national average of **18.4%**.

The gender pay gap reflects the average paid to both men and women across our business. It must be noted that gender pay is **not** the same as equal pay.

The gender pay gap is a measure of the difference between men's and women's average earnings across our organisation. And not a comparison of pay rates for men and women doing work of equal value.

Currently we have more male senior managers (and therefore higher paid), this is a factor which influences both our mean gender pay and bonus gaps.

Annual Gender Pay Gap Report

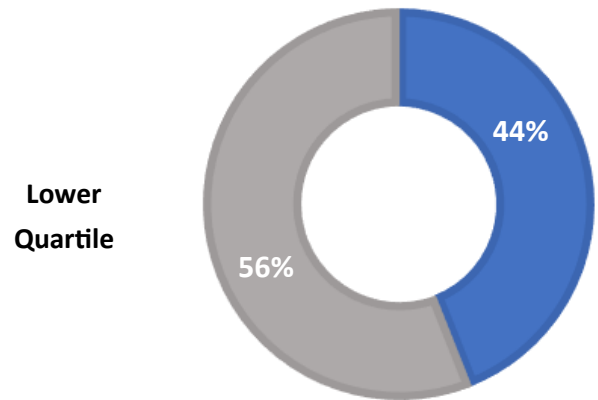
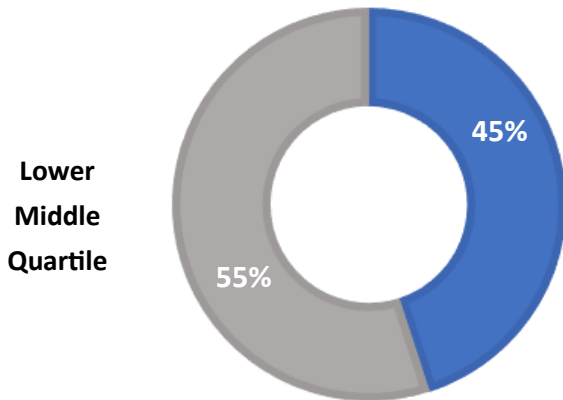
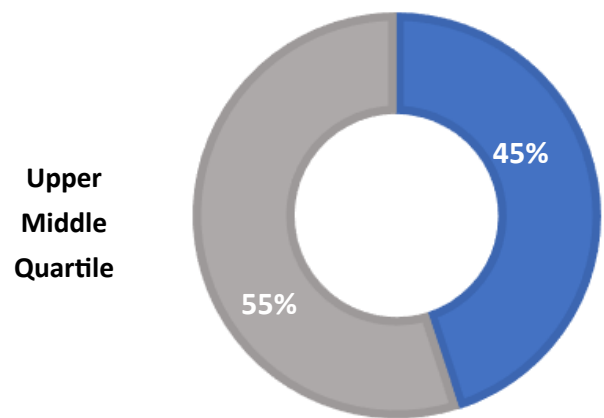
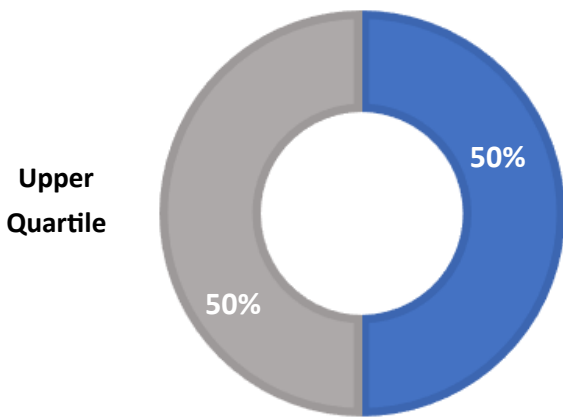
NIC Services Group is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5th April 2018

HOURLY RATE

| | |
|-----------------------|----|
| Median gender pay gap | 0% |
| Mean gender pay gap | 7% |

Proportion of employees in each pay quartile

Female Male



| Median Bonus Gap | Mean Bonus Gap |
|------------------|----------------|
| 29% | 55% |

| Who received bonus pay | |
|------------------------|--------|
| 1% women | 2% men |