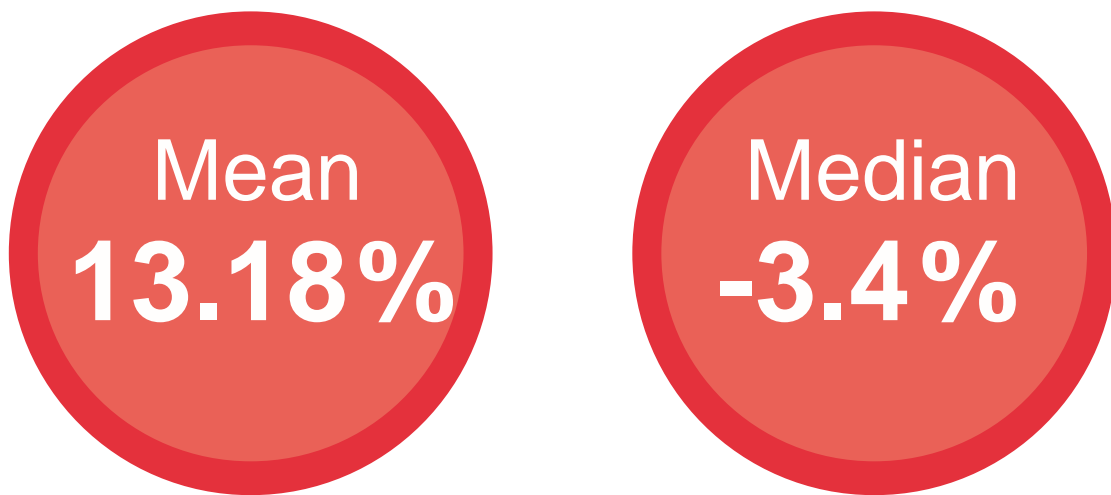


The **ACC** Liverpool Group

Gender Pay Report 2018

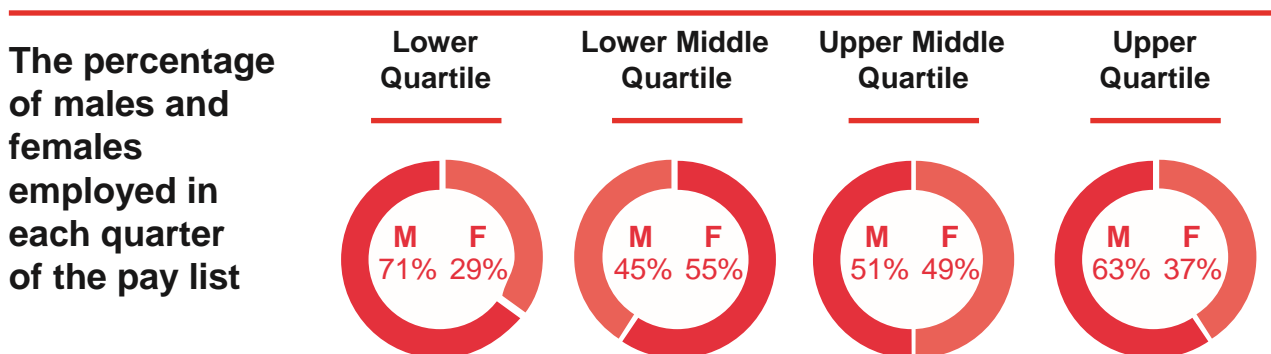
This report has been produced to comply with the Gender Pay reporting requirements and to outline The ACC Liverpool Group's overall results, in relation to our gender pay gap. The data included in this report is accurate as of 31 March 2018. The information has been signed off by the ACC Liverpool Groups' Chief Executive and Director of Finance and Corporate Services.

Difference in mean and median pay between males and females



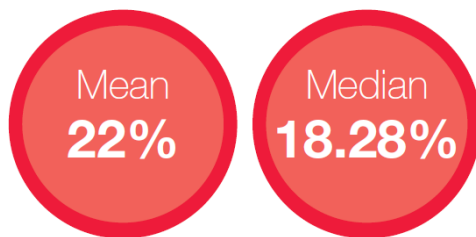
* National Average for the Mean gender pay gap is 17.9% according to Office of National Statistics

Pay Quartiles

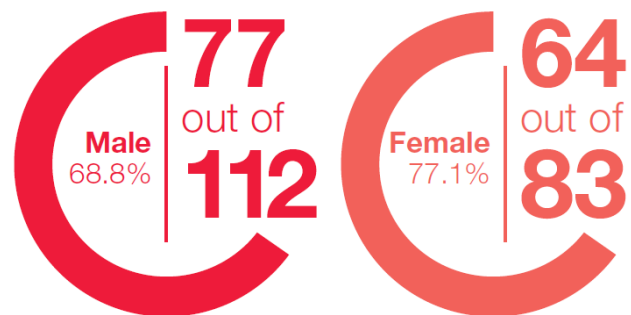


Bonus Pay

Difference



Proportion



What's next?

The ACC Liverpool Group and the senior management team are committed to fair pay irrespective of gender. We aim to do everything we can to ensure that our processes and practices are non-gender bias.

Our recruitment processes and practices will be maintained to continue to ensure there is no discrimination within our practices. We will engage with recruitment agencies and executive searches to ensure we find the right people with the required skills and experience to fulfil our senior management positions irrespective of gender.

We will continue to periodically review all job roles within the organisation to evaluate the key attributes of each role to ensure equal pay across all job types within the organisation.

Through our apprenticeship programmes and relationships with apprentice providers we will continue to encourage applications for all our technical and administrative apprenticeships irrespective of gender.

Our management team will receive periodic recruitment training and will continue to receive support, advice and guidance from our fully qualified HR team on the right recruitment decisions and avoiding gender bias.