

## Arena UK & Europe

### 2017 Gender Pay Gap Report

#### Introduction

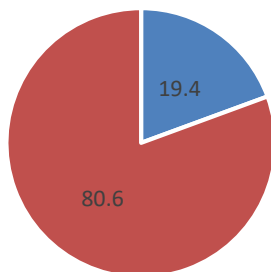
Arena Group is committed to working towards reducing the gender pay gap in our organization.

It is worth noting that the company’s employees comprise of 84.4% males and 16.6% females. To put the data into perspective, when we are looking at different quartiles, it is clear that women are under-represented in the lower quartiles and over-represented in the higher quartiles.

#### Hourly & Bonus Pay Gap

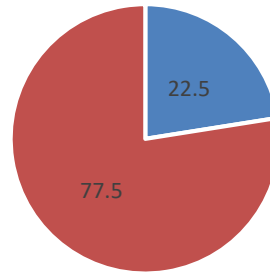
	Mean	Median
Hourly rate	9.7% lower	27.1% higher
Bonus pay	76.4% lower	50% lower

Top salary quartile



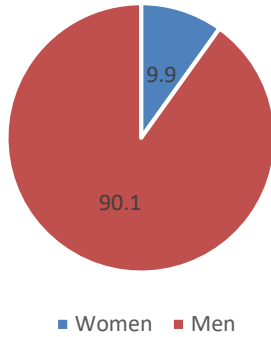
■ Women ■ Men

Upper middle salary quartile

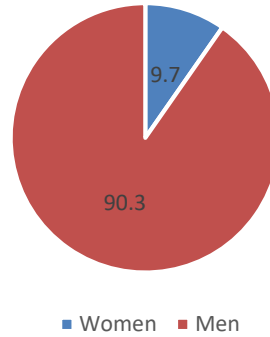


■ Women ■ Men

Lower middle salary quartile

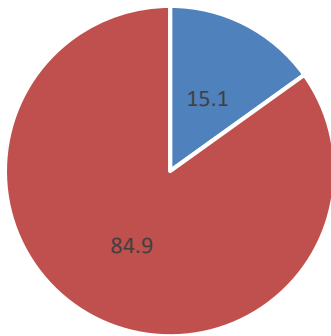


Lower salary quartile

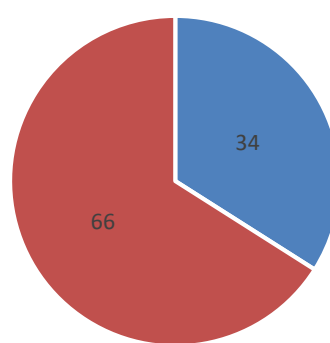


Proportion of employees awarded a bonus in 2017

Men



Women



- Did receive bonus
- Did not receive bonus