



Today we release our Gender Pay Gap Report covering the period April 2017 to April 2018. Despite having a fairly even split of male to female employees overall, our gender pay gap is significant and we have more work to do to remove this. This gap is created by a higher proportion of women than men in our lower paid roles and more men than women in our higher paid roles. Our gender pay gap is not acceptable and we must make even greater effort to work towards gender pay neutrality across our business.

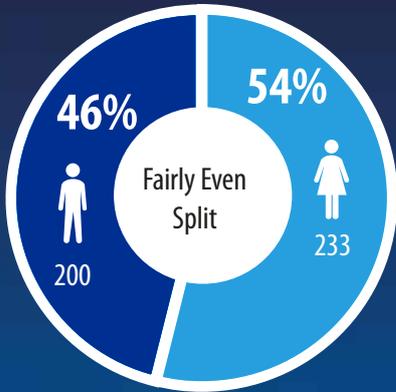
At AEG, we foster an inclusive culture where all our employees are valued for their contributions and have the opportunity to achieve their ambitions. We have implemented a fair approach to recruitment, and also support new engagement and learning & development initiatives within our workforce, regardless of gender.

Progress is being made, highlighted by our figures showing that 75% of all appointments at Head of Department level and above were awarded to female candidates, and since April 2018, seven of the top twenty roles are now occupied by female employees.

There is no single action that can eliminate the Gender Hour Pay Rate and Bonus Pay Gap, and it will require time and investment. AEG strives to be a best in class employer, and we are fully committed to working towards gender pay neutrality across all our businesses with equal representation at all levels throughout the organisation.

Alex Hill
President, AEG Europe

Gender Split



Hourly Rate

Mean



In favour of men

The **mean** figure is the difference between the average of men's and women's pay.

Median



In favour of men

The **median** figure is the difference between the midpoints in the ranges of men's and women's pay.

Bonus Pay

In receipt of a bonus



Bonus Pay Gap

Mean



In favour of men

The **mean** figure is the difference between the average of men's and women's bonus pay.

Median



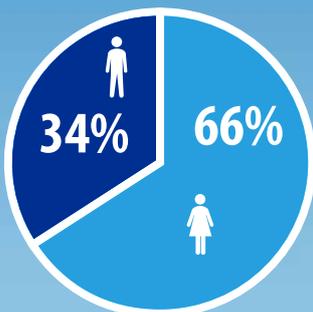
In favour of men

The **median** figure is the difference between the midpoints in the ranges of men's and women's bonus pay.

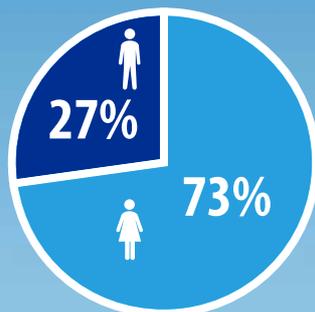
Quartiles

The quartiles show the proportion of males and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided these into 4 equal parts ('quartiles') and calculated the percentage of men and women in each of these quartiles.

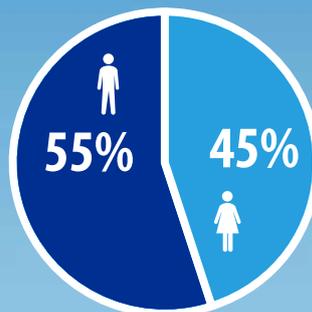
Lower Quartile



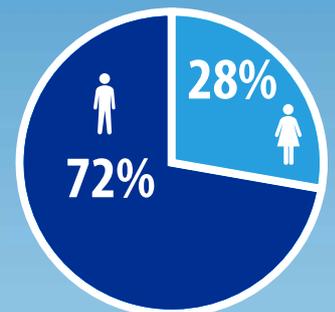
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Signed:

Alex Hill, President AEG Europe