



Cartus Gender Pay Gap Report

Cartus provides a competitive total rewards package, inclusive of pay, benefits, development and work environment, to attract, retain and motivate qualified employees who contribute to the organisation's achievement of service and financial goals. We strive to offer compensation programs that are externally competitive, internally equitable and legally compliant and that drive a culture of a performance excellence.

We recognise that building an inclusive workplace not only enriches our lives but enhances our performance and our ultimate business results. Diversity goes beyond race and gender and involves creating a culture where every employee is respected and valued. Cartus strives to create an inclusive workplace that encourages and embraces different perspectives and backgrounds so everyone can fully participate and contribute to the company's success.

At Cartus, workplace diversity is a business imperative that involves each employee; creates an environment where people understand, appreciate and value each other.



Tracy Edmonds
Vice President Human Resources EMEA & APAC

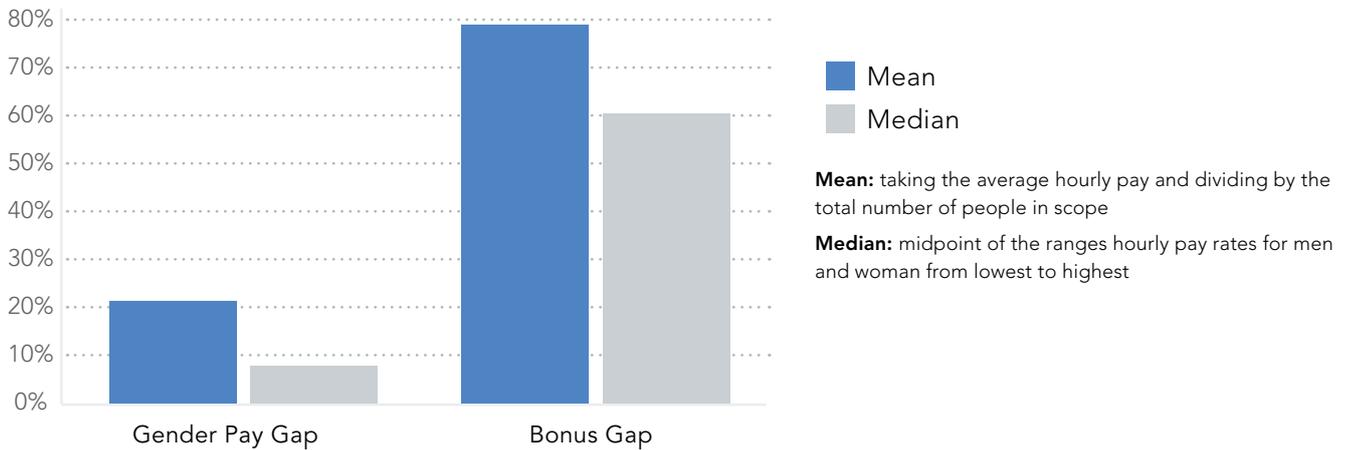
What is the gender pay gap?

U.K. government regulations introduced earlier last year require companies with 250 or more employees to publish their gender pay gap information by April 2018 and each following year.

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and an important matter of principle that Cartus is committed to and abides by.

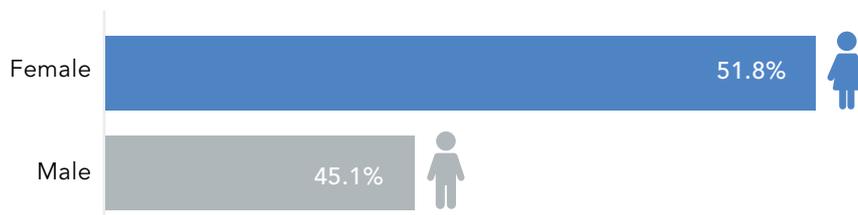
Key Data

GENDER PAY & BONUS GAP



As represented in the graph the mean gender pay gap for Cartus is 21.3% & the median gap is 7.8%. Cartus demonstrates a positive low gap in this regard compared to the National Average of 18.1%. The mean gender bonus gap for Cartus is 78.8% & the median gap is 60.4%.

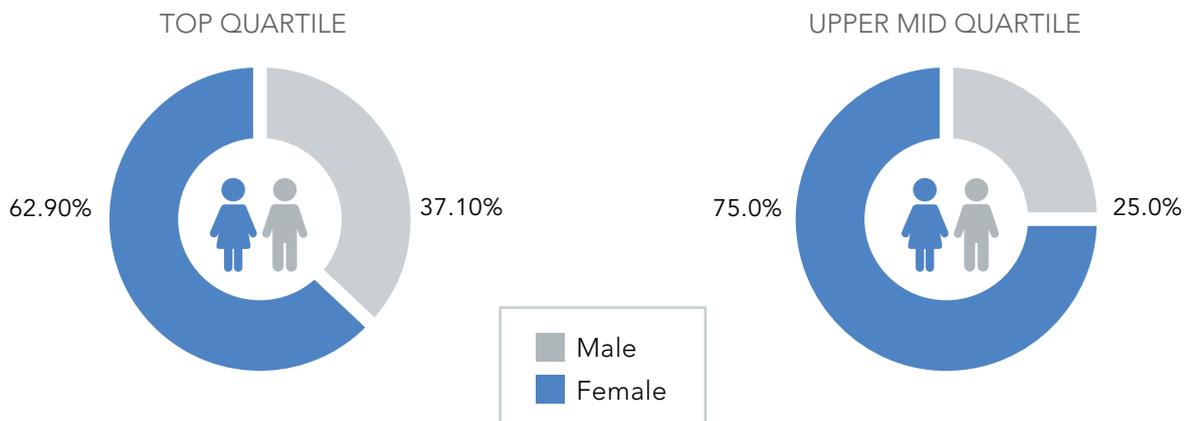
PROPORTION OF MALE & FEMALES RECEIVING A BONUS

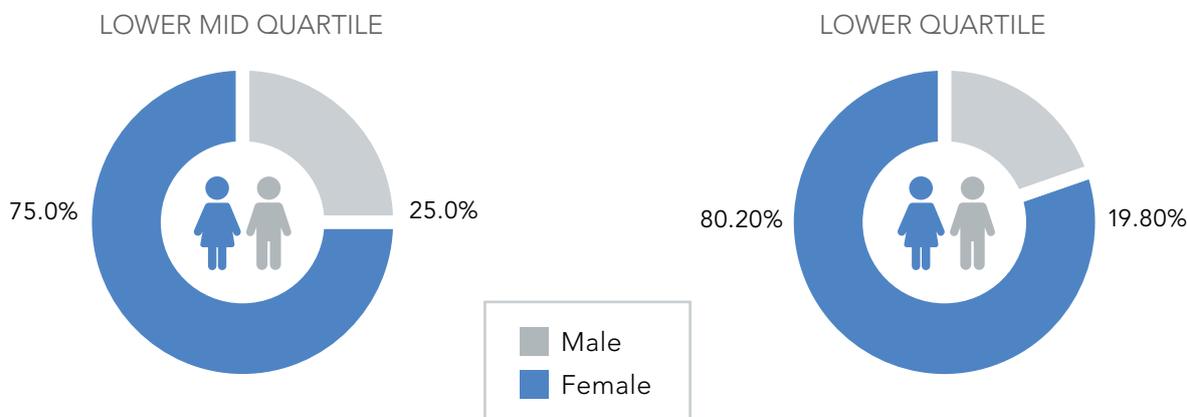


Proportion of male & females by pay quartile

This shows Cartus' workforce divided into four equal-sized groups based on hourly pay rates & split into four quartiles.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.





In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

Why do we have a gender pay gap?

We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time. This pattern from the UK economy as a whole is reflected in the make-up of Cartus' workforce, where the majority of front-line employees within its offices are women.

We are committed to the principle of equal opportunities and equal treatment for all employees, as such, we:

- carry out regular pay and benefits audits
- evaluate job roles and pay grades as necessary to ensure a fair structure

What is Cartus doing to address the gender pay gap?

Cartus is committed to doing everything that we can to reduce the gap. However, we also recognise that the scope to act is limited in some areas—we have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

In the coming year we will be committed to develop a deeper understanding of reasons we have a gender pay gap. We are committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress we are making.

The gender pay gap data contained in this report is accurate as of 5 April 2017.