

**Smart Metering Systems Plc
(SMS)
Gender Pay Gap Analysis
Results
2018**

Gender Pay Gap Analysis Results

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CH4 Gas Utility and Maintenance Services Limited

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Smart Metering Systems PLC and its subsidiaries

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CH4 Gas Utility and Maintenance Services Limited

1. Hourly Rates.

Woman's hourly rate is:

Median Hourly Pay	43.5%	Lower
Mean Hourly Pay	32.1%	Lower

2. Pay Quartiles

<u>Quartile Reporting</u>	<u>% of Men in Each Quartile</u>	<u>% of Women in Each Quartile</u>
Top	97	3
Upper Middle	98	2
Lower Middle	83	17
Lower	52	48
Total	83	17

3. Bonus Pay

Woman's bonus pay is:

Median Hourly Pay	38.4%	Lower
Mean Hourly Pay	37.5%	Lower

How many men and women received bonus pay:

Male	65.4%
Female	21%

Smart Metering Systems PLC and its subsidiaries

1. Hourly Rate

Median Hourly Pay	33%	Lower
Mean Hourly Pay	28%	Lower

2. Pay Quartiles

<u>Quartile Reporting</u>	<u>% of Men in Each Quartile</u>	<u>% of Women in Each Quartile</u>
Top	85	15
Upper Middle	91	9
Lower Middle	63	53
Lower	47	53
Total	72	28

3. Bonus Pay

Woman's bonus pay is:

Median Hourly Pay	33.3%	Lower
Mean Hourly Pay	74.1%	Lower

How many men and women received bonus pay:

Male	75.8%
Female	64.7%