

GENDER PAY GAP SUMMARY

Under new regulations, UK employers with more than 250 employees must publish their gender pay gap. Here at Ant Marketing Ltd we are committed to developing a culture that is inclusive, transparent and accountable. We actively seek to promote workforce diversity and equality of opportunity in everything we do. Analysing our gender pay gap will prove to be a critical measurement of our company, ensuring Ant Marketing remains a great place to work.

Whilst our data identifies certain gaps, we intend to be fully transparent as to any issues causing this gap. The main cause of our gender pay gap, as with many companies, is largely due to the lack of women at the most senior levels of our company. There are no organisational barriers to women progressing within Ant Marketing Ltd. We continue to work on a range of initiatives to bring more women into the company at all levels and also ensure that our current women employees have the opportunity to develop their talents and achieve the career progression they desire.

Although the report identifies gaps in certain areas, this largely reflects the proportion of male and female employees within the company which is mainly driven by those applying for roles with us. As a company we stand by our Equal Opportunities policy and encourage all applicants to consider a career with us.

We will use the figures from the gender pay gap in line with our recruitment and progression planning procedures to ensure that action is taken to reduce these gaps going forwards in line with our aim for everyone at our company to build and sustain a successful career with us.

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| Ant Marketing Ltd | |
| Mean Gender Pay Gap | 6.37% |
| Median Gender Pay Gap | 0% |
| Mean Bonus Pay Gap | 62.23% |
| Median Bonus Pay Gap | 0.59% |
| Percentage of male relevant employees with bonus pay | 78.46% |
| Percentage of female relevant employees with bonus pay | 80.58% |

| | Male | Female |
|-----------------------|--------|--------|
| Lower Quartile | 46.34% | 53.66% |
| Lower Middle Quartile | 45.73% | 54.27% |
| Upper Middle Quartile | 48.17% | 51.83% |
| Upper Quartile | 49.39% | 50.61% |

I confirm that this statement is accurate to the best of my knowledge and belief.

Signed:

A. W. Hinchliffe

Anthony Hinchliffe
Chief Executive