

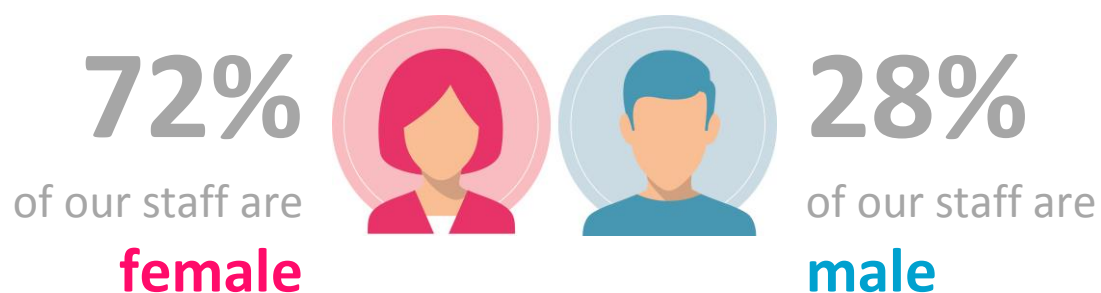
Gender Pay Gap Report

Analysis and statement from CEO

As P3 employs over 250 people we are required by law to publish our gender pay gap information on an annual basis, showing the difference in average female earnings compared to average male earnings.

P3's data for the snapshot of 5th April 2018.

Our workforce's gender split



P3's average
mean
gender pay gap is

-1.94%

P3'S average
median
gender pay gap is

-3.98%

Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender

Band	Male	Female
Lower quartile	24.63 %	75.37 %
Lower middle quartile	32.84 %	67.16 %
Upper middle quartile	26.12 %	73.88 %
Upper quartile	27.27 %	72.73 %

Summary statement from P3's Executive Leadership Team

We are pleased to announce that the results of our second gender pay gap which are an improvement on last year's figures.

In our previous gender pay gap report for 2017-18, we reported a mean gender pay gap of 3.1% and we had no median gender pay gap.

Based on the snapshot date of 5th April 2018, P3 had a **mean gender pay gap of -1.94%** and a **median gender pay gap of -3.98 %**.

Current data for 2019 indicates P3 remains on course for a negative pay gap.

The data for 2018 continues to reflect the workforce of the organisation whereby 72% of our staff is female and 28% of our staff is male.

We will always ensure fair access to all regarding our staff recruitment, in line with best practice and getting the right person for a role.

P3 are committed to ensuring that regular benchmarking of salary scales, recruitment and monitoring of our diverse workforce takes place in line with our mission, vision and values.