

We're committed to embracing equality and diversity, respecting individuals and creating an all-inclusive culture.

As required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have calculated our gender pay gap for 2018. The gender pay gap is the difference between the average earnings of men and women – who could be doing very different roles in the organisation – and is not the same as equal pay, which looks at what men and women are paid for doing the same role.

At Bertram Group we are passionate about books – and we offer the widest range of books to inspire, educate and entertain generations all over the world. We do this by sourcing the very best books and supplying them to independent bookstores, high street and online retailers, educational institutions, universities and public libraries, as well as selling direct to consumers.

Our gender pay gap analysis has been completed for the following UK-based entities within Bertram Group:

- **Bertram Books:** A specialist in wholesale book supply, we work with booksellers of all kinds throughout the world to ensure their customers receive their books as required.
- **Bertram Library Services:** Helping public libraries serve their local communities through selection services, readership development and exceptional delivery.
- **Dawson Books:** Leading academic supplier, helping educational institutions support their students and staff for professional success.
- **Wordery:** One of the fastest growing online bookshops offering over 13 million books and providing free delivery to over 100 countries.

Our findings are based on a snapshot of data taken on 5 April 2018. On this date the employee breakdown was:

- Total employees: 530
- Total full pay relevant employees: 453
- Male relevant employees: 249
- Female relevant employee: 204

And our findings show that:

- The mean gender pay gap is 16.86%
- The median gender pay gap is -0.24%
- The mean bonus gender pay gap is 89.64%
- The median bonus gender pay gap is 47.93%

Further information can be viewed in the table below.

Gender pay gap	%Difference 18	% Difference 17
Mean gender pay gap	16.86%	10.40%
Median gender pay gap	-0.24%	-2.30%

Proportion of males and females receiving a bonus	Male 18	Female 18	Male 17	Female 17
Proportion of employees that received a bonus	11.65%	10.29%	2.30%	1.70%

Bonus gender pay gap	% Difference 18	% Difference 17
Mean bonus gender pay gap	89.64%	85.20%
Median bonus gender pay gap	47.93%	77.50%

Employees % by pay quartile	Male 18	Female 18	Male 17	Female 17
Lower Quartile	50	50	56.9	43.1
Lower Middle Quartile	62.83	37.17	49.1	50.9
Upper Middle Quartile	46.9	53.1	52.6	47.2
Upper Quartile	60.18	39.82	57.8	42.2

I can confirm that Bertram Group is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.



Clare Davey

Chief HR Officer

For and on behalf of **Bertram Group Ltd**