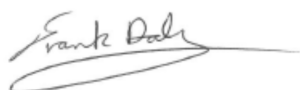


P.N.DALY LIMITED's Gender Pay Gap Data

- Women's hourly rate is 5% lower (mean) and 1.9% higher (median).
- Top salary quartile has 87% men and 13% women
- Upper middle salary quartile has 82% men and 18% women
- Lower middle salary quartile has 84% men and 16% women
- Lower salary quartile has 90% men and 10% women
- Women's bonus pay is 2.8% lower (mean) and 13.1% higher (median)
- 51% of men and 16% of women received bonus pay

Our gender pay gap information above is accurate as of 5th April 2017.

A handwritten signature in black ink that reads "Frank Daly". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Frank Daly
Managing Director