

**Kingdom Services Group Limited
Gender Pay Gap Report 2018**

Difference between men and women	Mean	Median
Gender Pay Gap	0.7%	6.0%
Bonus Pay Gap	59.9%	(15.5)%
	Male	Female
Proportion of male and female employees receiving bonus pay	3.6%	5.8%

Pay Quartiles

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
Female	32.7%	21.8%	15.9%	23.8%
Male	67.3%	78.2%	84.1%	76.2%



Jillian Helm
Finance Director