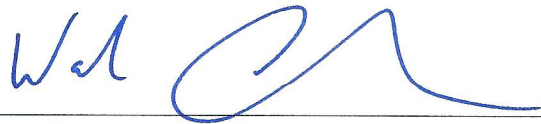


GENDER PAY GAP REPORTING

INSTILL EDUCATION LTD

5 APRIL 2018

GENDER PAY GAP CALCULATIONS		PERCENTAGE				
1. Mean gender pay gap in hourly pay		-3%				
2. Median gender pay gap in hourly pay		2%				
3. Mean bonus gender pay gap		0%				
4. Median bonus gender pay gap		14%				
5. Proportion of males and females receiving a bonus payment		Males	7%			
		Females	7%			
6. Proportion of males and females in each pay quartile			UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER
		Males	44%	46%	41%	37%
		Females	56%	54%	59%	63%
Overall remarks: I confirm that this is an accurate reporting of the gender pay gap of Instill Education Ltd on the snapshot date 5 April 2018.						
Signed						
Name		Ward Lincoln, Director				
Date		2 April 2019				