

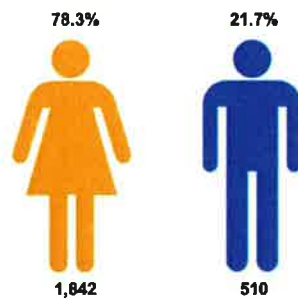
Cognita Schools Ltd 2017 Gender Pay Report

Cognita Schools Ltd welcomes the opportunity to report on gender pay in accordance with UK statutory regulations, effective from April 2018. These regulations require all UK companies with 250 or more employees to publish the gap in pay between men and women. This report contains our analysis for the year up to 31st March 2017. While this report shows there was a gap in pay during the reporting period, it also notes that we have taken steps since that time to redress the balance. We aim to reduce any gender pay gap further in keeping with our organisational culture and mission to empower all individuals to succeed.

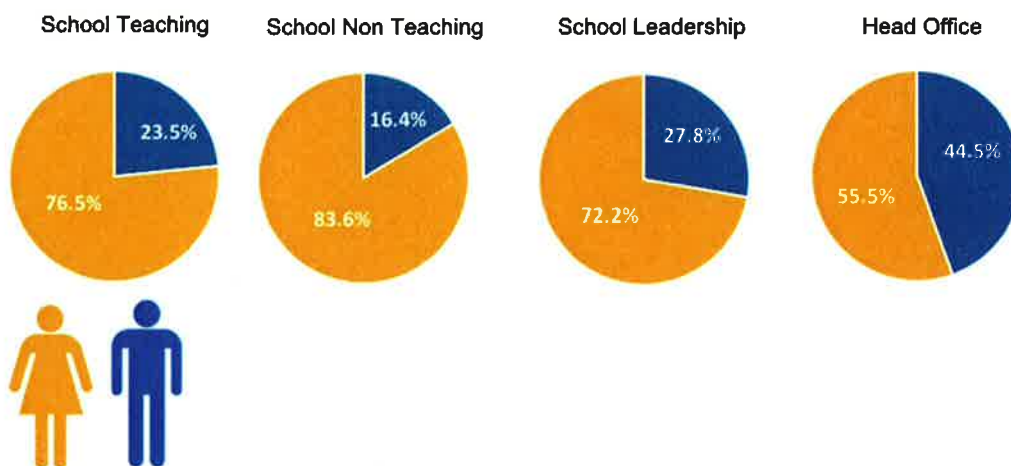
Employees

Total Employees (2352) by gender in the year up to 31st March 2017:

Female 78.3% / Male 21.7%

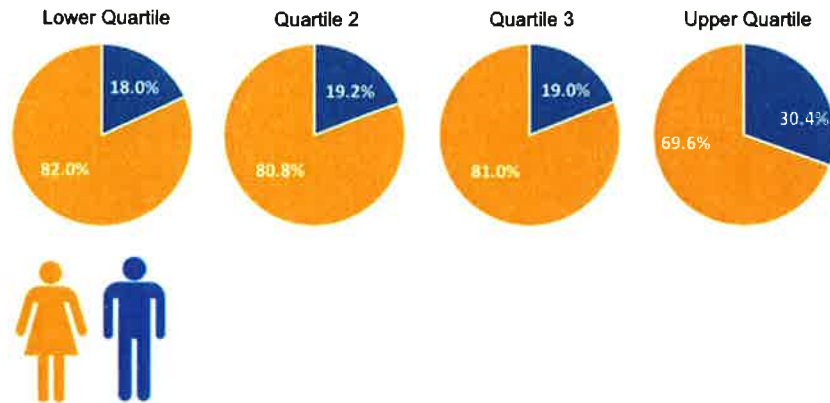


Proportion of males and females in our role communities

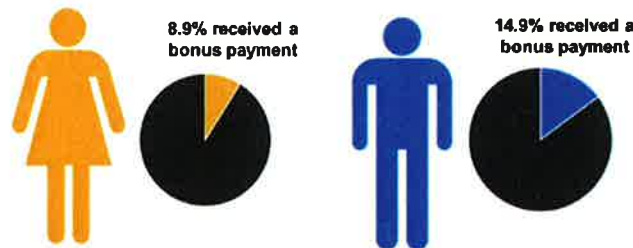


COGNITA

Proportion of males and females in each quartile pay band



Proportion of colleagues awarded a bonus



Pay & Bonus Gap

	Difference between Male and Female	
	Mean	Median
Hourly fixed pay	16.5%	8.2%
Bonus paid	53.9%	54.7%

The table above shows our overall mean and median gender pay gap, as at 31st March 2017, based on hourly rates of pay of all relevant employees engaged within Cognita Schools Ltd. It also captures the mean and median difference between bonuses paid to men and women in the year up to 31st March 2017. The difference reflects the gender makeup of the most senior leadership roles in Cognita Schools Ltd at that point in time. This position has since changed, with the recruitment of more women to our most senior roles in the organisation, which will reduce the gender pay gap in future reporting years. The data for this reporting period included some one-off bonuses paid as part of a performance-related scheme that has since ceased and will therefore not feature in future reports.

I can confirm that the above information has been prepared from our payroll data as at the snapshot date (31st March 2017) and fairly presents the Gender Pay Gap information for Cognita Schools Ltd.

Signed.....  Stuart Rolland, Chief Executive Europe