

GENDER PAY GAP REPORT 2018

The data for Octavia is as follows:

- Median gender pay gap = 31%
- Mean gender pay gap = 30%
- Median bonus gender pay gap = 3%
- Mean bonus gender pay gap = 30%
- Percentage of women who received a bonus = 81%
- Percentage of men who received a bonus = 82%
- Lower quartile = 17% men and 83% women
- Lower Middle quartile = 13% men and 87% women
- Upper Middle quartile = 46% men and 54% women
- Upper quartile = 47% men and 53% women

Action plan

Octavia acknowledges that we have a gender pay gap. We are addressing this through a range of initiatives and the results of these will be demonstrated over the medium to long - term. Our approach includes a focus on leadership development and recruitment of men into frontline roles.

I confirm the data reported is accurate.

Grahame Hinds
Chief Executive Officer
March 2019