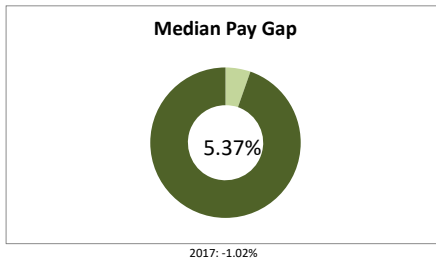
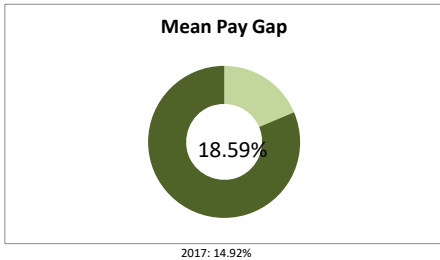


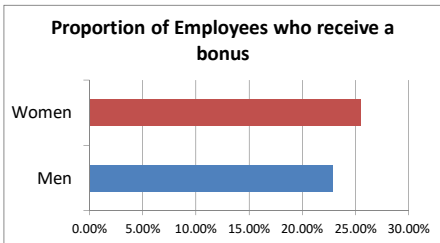
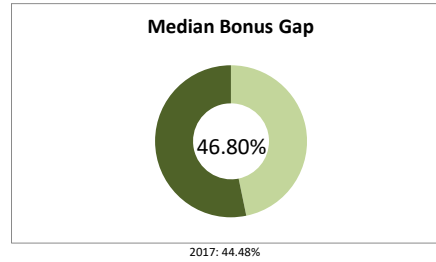
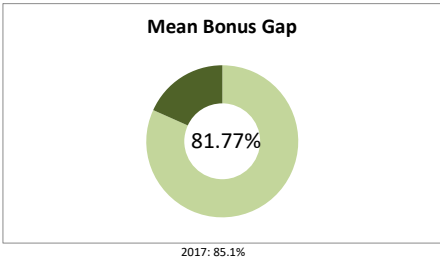
**Rockford Components Limited  
Gender Pay Gap Results**



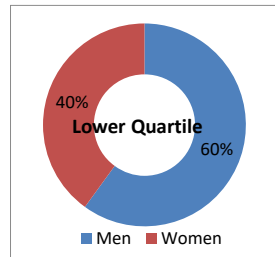
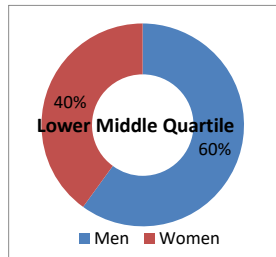
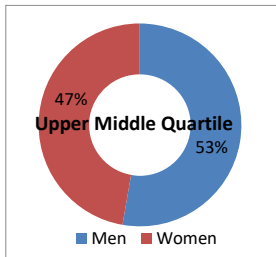
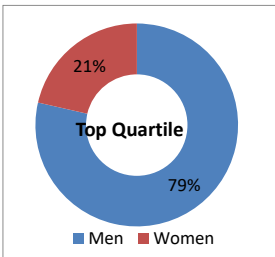
**Gender pay gap**



**Bonus gender pay gap**



**Distribution of all employees across pay quartiles**



2017: Men 32%, Women 68%

2017: Men 39%, Women 61%

2017: Men 38%, Women 62%

2017: Men 31%, Women 69%

The figures reported show hourly pay of all male and female employees, irrespective of their role, expressed as a percentage of male employees' pay. Our average gender pay gap is 18.59%. This is higher than the current UK national average gender pay gap, which is 17.1%. Our median pay gap is 5.37% which is below the national median gender pay gap of 17.9%. The figures for bonuses has been distorted because our sales force is 100% male and this department is the main department where we are contracted to pay bonuses against performance, outside of the senior leadership team. We have a gender pay gap because we employ more men than women and a greater proportion of our senior leadership team is at present male and this is an area that we are working on to balance going forward.

The companies policy is that all our associates are treated equally, and are valued for their different skills and ways of working and we are striving to improve the gender pay gap on a year by year basis with a goal of achieving a 0% pay gap between men and women.

I confirm the information and data reported is accurate as of the snapshot date 5 April 2018.

Steve Hayter  
Commercial and Finance Director