

Gender Pay Reporting

QD Commercial Group Holdings Limited is an employer committed to providing fair and transparent employment practices and procedures, and in doing so we now publish our Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We note that within our associated companies, only Cherry Lane Retail Centres has employee numbers above the threshold of 250; these are reported upon below for the period 6 April 2016 to 5 April 2017.

These calculations consider any differences between the average earnings of men and women; no personal, individual employee data is published. We detail the mean and median gender pay gap information together with the distribution of male and female employees across pay quartiles.

Due to a recent realignment of the businesses, no bonus payments were made for the year to 5 April 2017; so, we are unable to provide any bonus gender pay reports for that period.

We believe we are a family-friendly employer, offering a range of different working patterns and encouraging promotion from within. We are confident that men and women receive equal pay for similar roles within the business.

Cherry Lane Retail Centres

Mean gender pay gap based on hourly pay rate

2.5%

Median gender pay gap based on hourly pay rate

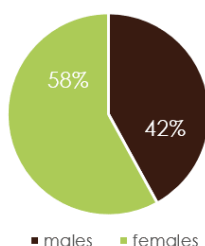
0.0%



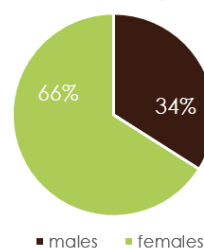
We note that with regards to the median calculations, there is no pay gap, as we have employees concentrated in the same pay grades, regardless of gender.

Pay Quartiles

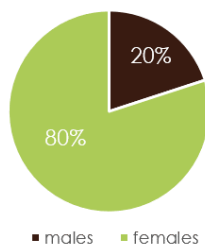
Lower quartile



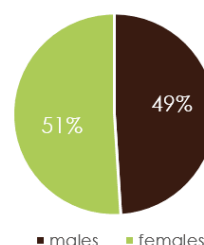
Lower middle quartile



Upper middle quartile



Upper quartile



Nicola Waterman
Group HR Director
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