

Cardzone Ltd

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To whom it may concern,

Ref: Gender Pay Gap Analysis 2018

I can confirm that the Gender Pay Gap Reporting analysis for the pay period 5th April 2018 has been calculated fairly and accurately by taking information directly from our internal SAGE payroll system.

As a company we take equal opportunities very seriously and do not discriminate based on sex, age, race or religion when looking to recruit new employees or when rewarding current employees.

When excluding both male and female directors of the business the mean gender pay gap difference is 6.2%. While we recognise that there is still a difference here we are confident that during any recruitment process for all roles, both externally and internally, that there are equal opportunities and no discrimination at every stage of the process.

Yours Faithfully

Paul Taylor
Managing Director