

**Blaze Signs Holdings Limited**  
**(incorporating Blaze Signs Limited and Cygnia Maintenance Limited)**  
**Gender Pay Gap Reporting**  
**Reference Date 5th April 2018**

Mean gender pay gap	13.1%	
Median gender pay gap	8.6%	
% Male receiving bonus	33.2%	
% Female receiving bonus	12.2%	
Mean bonus pay gap	79.8%	
Median bonus pay gap	33.1%	
Quartile reporting:	Male	Female
Upper quartile	90.8%	9.2%
Upper mid quartile	84.4%	15.6%
Lower mid quartile	89.2%	10.8%
Lower quartile	78.1%	21.9%