

**Bellerbys Educational Services Limited (BESL)** is required by law to publish an annual gender pay gap report.

BESL is a legal entity of Study Group in the UK. It delivers a range of academic programmes to international students via a network of proprietary and embedded colleges across the UK. 77% of Study Group’s UK staff are employed in the BESL legal entity.

This is its report for the snapshot date of 5 April 2017. The figures set out in this report above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The organisation is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability, and as such, continues to review its pay and reward policies to ensure that they are consistent with these principles.

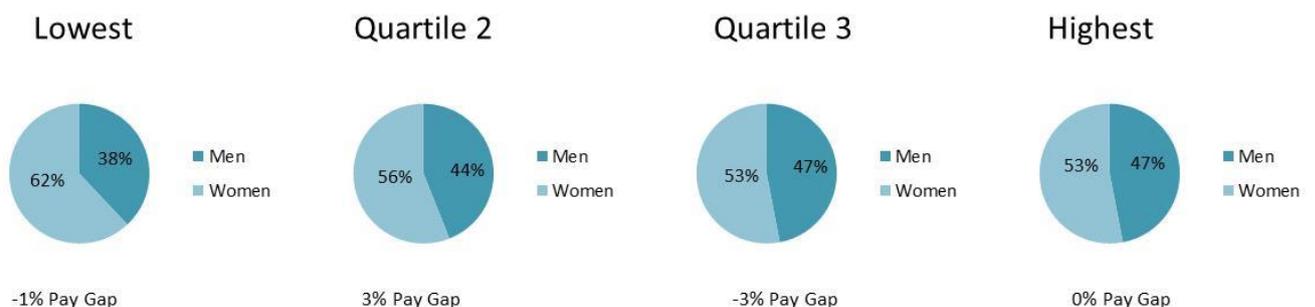
**Pay & Bonus Gap**

| Difference between Men and Women |       |        |
|----------------------------------|-------|--------|
|                                  | Mean  | Median |
| <b>Hourly Fixed Pay</b>          | 5%    | 5%     |
| <b>Bonus Paid</b>                | 28.6% | 50%    |

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in BESL in the year up to 5 April 2017 (ie: for the performance year ending 31 December 2016).

The proportion of male employees in BESL receiving a bonus was 17.5% and the proportion of female employees receiving a bonus was 15.9%.

**Pay Quartiles by Gender**



The above image illustrates the gender distribution within BESL across four equally sized quartiles, each containing 234 colleagues.

While our gender pay gap compares favourably with external benchmarks, this is not a subject about which we are complacent. We have identified a number of actions which we believe will help to further our aims in the area of diversity and inclusion and contribute to a reduced gender pay gap. None of these initiatives will, of themselves, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, BESL remains committed to reporting on an annual basis on what it is doing to reduce the gender pay gap.

**I, Jeanette Rooms, Global Chief HR Officer, confirm that the information in this statement is accurate.**

**Study Group UK Limited** (SG UK) is required by law to publish an annual gender pay gap report.

Study Group UK Limited comprises a broad range of Executive and Head Office specialist support roles (eg: IT, Finance, Legal) which provide services to the Global Study Group organisation and its operating divisions. It employs 20% of Study Group’s total UK staff.

This is its report for the snapshot date of 5 April 2017. The figures set out in this report above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The organisation is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability, and as such, continues to review its pay and reward policies to ensure that they are consistent with these principles.

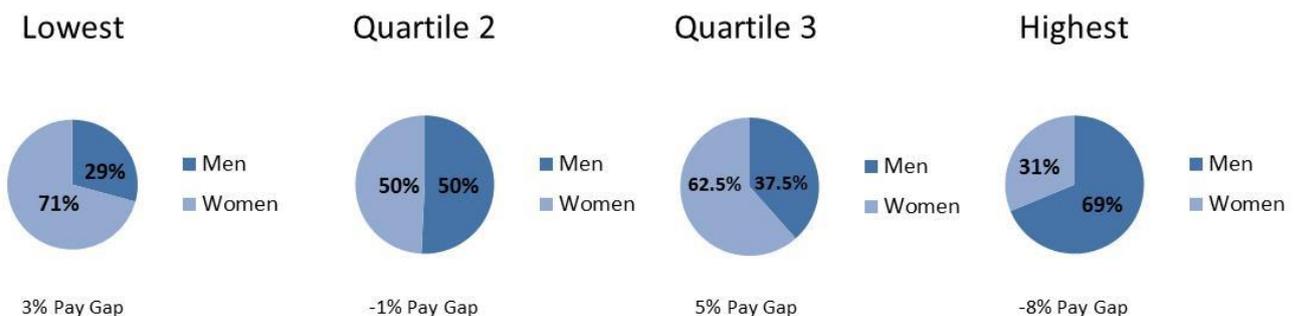
**Pay & Bonus Gap**

| Difference between Men and Women |       |        |
|----------------------------------|-------|--------|
|                                  | Mean  | Median |
| <b>Hourly Fixed Pay</b>          | 24%   | 27%    |
| <b>Bonus Paid</b>                | 35.2% | 44.6%  |

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in Study Group UK in the year up to 5 April 2017 (ie: for the performance year ending 31 December 2016).

The proportion of male employees in SG UK receiving a bonus was 44.6% and the proportion of female employees receiving a bonus was 36.0%.

**Pay Quartiles by Gender**



The above image illustrates the gender distribution at Study Group UK across four equally sized quartiles, each containing 64 or 65 colleagues.

We have identified a number of actions which we believe will help to further our aims in the area of diversity and inclusion and should contribute to a reduced gender pay gap. None of these initiatives will, of themselves, remove the gender pay gap and it may be several years before some have any impact at all. In the meantime, Study Group UK remains committed to reporting on an annual basis on what it is doing to reduce the gender pay gap.

**I, Jeanette Rooms, Global Chief HR Officer, confirm that the information in this statement is accurate**