

## Gender Pay Gap Reporting Information

Our current median pay gap between males and females in the UK is **0.6%**. In comparison the ONS statistics for the median pay gap in the UK for 2023 was **14.3%\*** (2024 data isn't expected to be available until November 2024).

In comparison, our median bonus pay gap between males and females in the UK **11.5**. The proportion of total employees receiving a bonus in this period was **79.12%**, this was split equally between male and female employees with 79% of each gender receiving a bonus payment.

**Andrew Dutton, CEO said:** "As a Board, we are united in a non-discriminatory, gender-neutral approach and we are pleased to see this evidenced in the gender pay gap data. We also made a commitment in 2022 to ensure our teams were paid, as a minimum, in line with the Real Living Wage. We will continue, as a business, to appoint the most appropriate person to the job, as we believe this enables our people and our business to perform better."

### AT THE SNAPSHOT DATE OF 5 APRIL 2024

#### TOTAL UK BASED WORKFORCE



77%  
MALE



23%  
FEMALE

#### PAY GAP



3.2%  
MEAN

0.6%  
MEDIAN

#### THE PROPORTION OF MEN AND WOMEN IN EACH QUARTILE:

QUARTILE	LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
MALES	69.7%	82.6%	76.1%	82.2%
FEMALES	33.3%	17.7%	23.9%	17.8%

BONUS  
-9.3%  
MEAN

11.5%  
MEDIAN

THE PROPORTION OF PEOPLE RECEIVING A BONUS

79%  
MALE

79%  
FEMALE

I confirm that the data provided is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Dutton, CEO

\*Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics