

## Gender Pay Gap reporting for year to 5 April 2020

### Hourly pay gap

- Median pay gap is 0 %
- Mean pay gap is 6.4 %

### Quartile pay gap

- Upper quartile
  - Women 77 %
  - Men 23 %
- Upper middle quartile
  - Women 90 %
  - Men 10 %
- Lower middle quartile
  - Women 78 %
  - Men 22 %
- Lower quartile
  - Women 75 %
  - Men 25 %

The company continues to make good progress towards equalising hourly pay rates in line with the GPG calculation report process.