

Gender Pay Gap reporting for year to 5 April 2021

Hourly pay gap

- Median pay gap is 0 %
- Mean pay gap is 5.1 %

Quartile pay gap

- Upper quartile
 - Women 70 %
 - Men 30 %
- Upper middle quartile
 - Women 87 %
 - Men 13 %
- Lower middle quartile
 - Women 98 %
 - Men 2 %
- Lower quartile
 - Women 77 %
 - Men 23 %

Bonus payments

- 11.5 % of Men received a bonus
- 5.2 % of Women received a bonus
- Median bonus pay gap is 43.5 %
- Mean bonus pay gap is 11.7 %

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