

Gender Pay Gap reporting for year to 5 April 2023

Hourly pay gap

- Median pay gap is 0 %
- Mean pay gap is 17.6 %

Quartile pay gap

- Upper quartile
 - Women 80 %
 - Men 20 %
- Upper middle quartile
 - Women 81 %
 - Men 19 %
- Lower middle quartile
 - Women 82 %
 - Men 18 %
- Lower quartile
 - Women 83 %
 - Men 17 %

Bonus payments

- Men who received a bonus 7 %
- Women who received a bonus 11 %
- Median bonus pay gap is 0 %
- Mean bonus pay gap is 0 %

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