

Gender Pay Gap Statement

Whilst we acknowledge our legal obligation to publish an annual gender pay gap report, we do so with a commitment and purpose to learn and act upon its findings. Committing to gender pay gap reporting and planning will enable us to promote diversity and inclusion in the workplace.

The report is based on snapshot of data we have collated, and the findings are set out below.

- The mean gender pay gap 36.9%
- The median gender pay gap 25.6%
- The mean gender bonus gap -5.3%
- The median gender bonus gap 22.7%
- the proportion of male employees receiving a bonus is 14% and the proportion of female employees receiving a bonus is 3.6%

We confirm that our data is accurate and has been calculated according to the requirements of the Equality Act 2019 (Gender Pay Gap) Regulations 2017.

Simon Pile

Group Finance Director