

Gender Pay Gap 2022



Our Gender Pay Gap report has been compiled using the calculations prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. I confirm that these calculations have been checked and the information provided in the report is accurate.

We systematically review and update our people policies and practices, in relation to pay, reward and recognition, discrimination, inclusion, talent management and people development, to ensure that there is no disadvantage to any of our employees.

The Median Gender Pay Gap is minimal at 1.43%, which reflects our approach to standard hourly pay rates across all grades irrespective of gender.

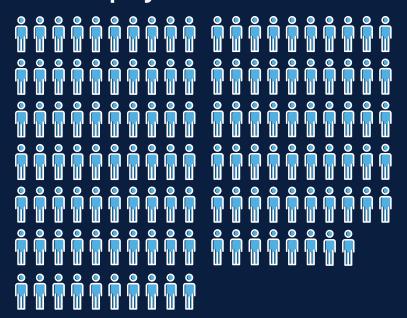
Also, the gender split in the upper quartile is fairly equal at 48.89% Male and 51.11% Female.

This profile exists because we recruit the best people for our business at all levels, without reference to gender, and their remuneration is reflective of their role in the organisation.

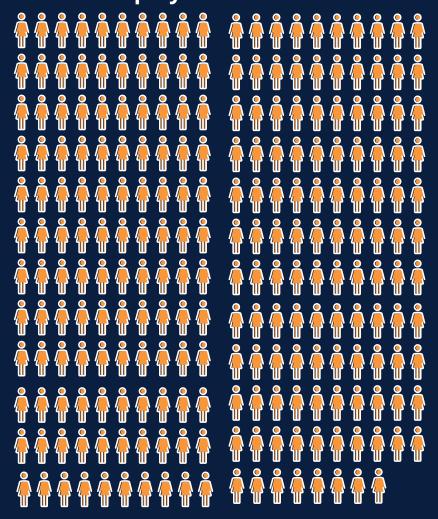


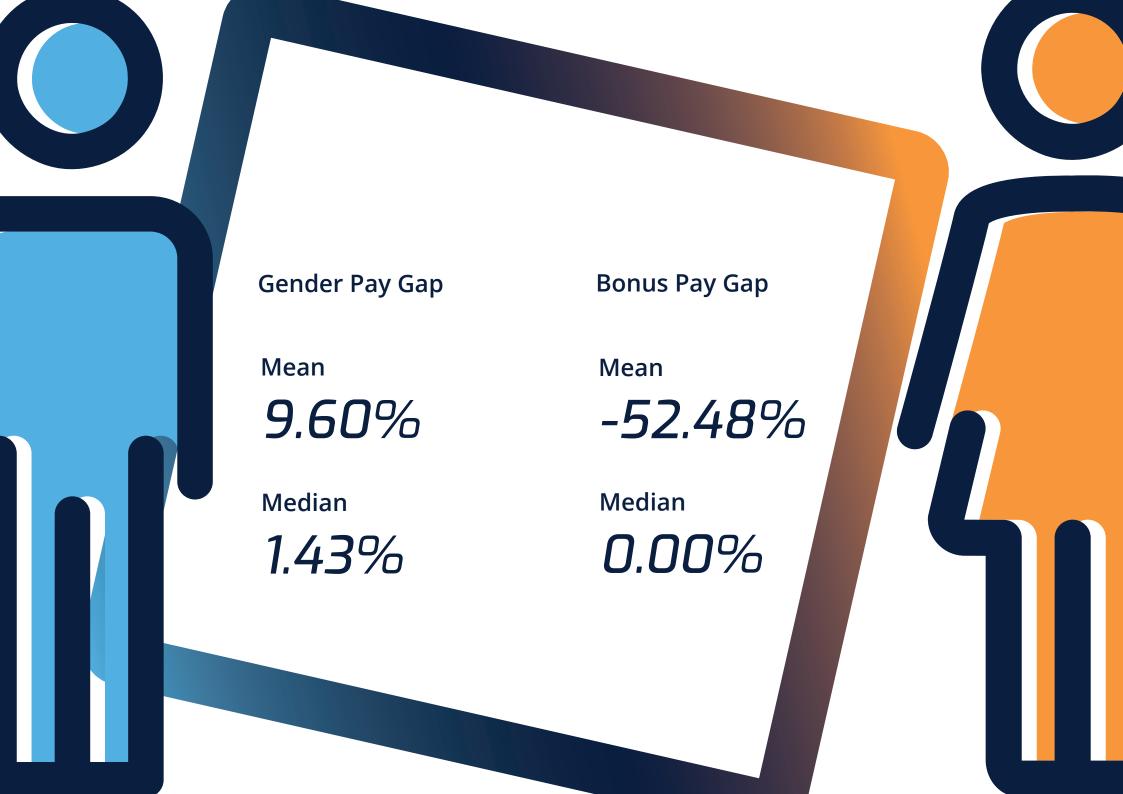
At the snapshot date of 5 April 2022, the following number of employees were considered:

128
male employees



238
female employees





Employees pay per quartile:



Lower Quartile

Males

34.44%

Females

65.56%



Lower Middle Quartile

Males

30%

Females

70%



Upper Middle Quartile

Males

27.78%

Females

72.22%



Upper Quartile

Males

48.89%

Females

51.11%

Proportion of males and females receiving bonus payments

Males 5.61% Females 3.99%

Our commitment to gender equality:

- Providing unconscious bias training to hiring managers and people managers.
- Continuing to promote our family leave policies.
- By offering hybrid working for all roles, to encourage a diversity of applicants.

- To continue to pay the appropriate rates for each role, taking industry standards into consideration.
- To recruit the best people for our business with an open approach to diversity and inclusion.