

## GENDER PAY REPORT

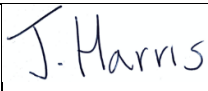
<b>Snapshot Date:</b>	31.03.24
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Difference in mean and median hourly rate of pay		
	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	16	16.5

Difference in mean and median bonus pay		
	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	0	0

Proportion of male and female employees who were paid bonus	
	Proportion receiving a bonus
Male employees (% paid in bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands				
	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	14	9.3	14	21.9
Female (% females to all employees in each quartile)	86	90.7	86	78.1

Supporting statement			
I confirm that the information published here is accurate			
Signature:		Date:	12.03.25
Status/Position:	Chief Executive Officer		