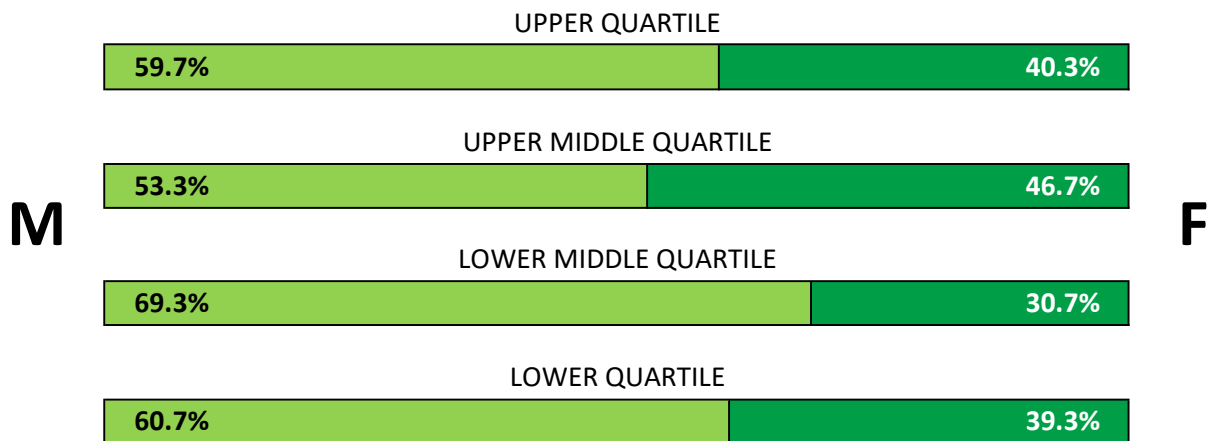


GENDER PAY GAP REPORT 2021

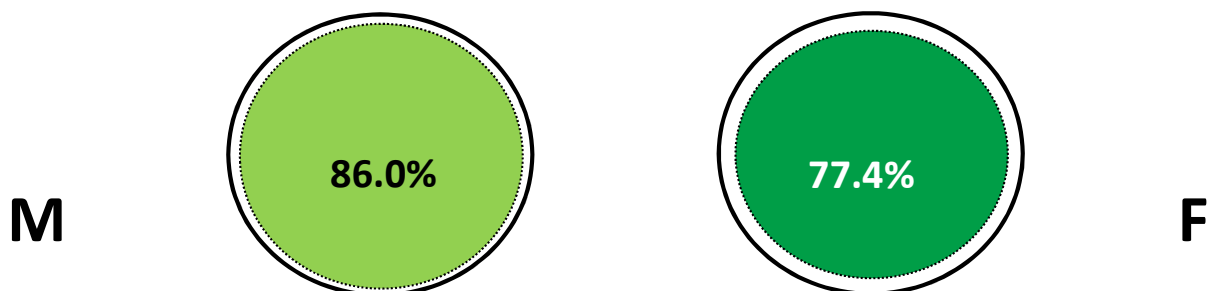
PAY AND BONUS GAP BETWEEN MALE AND FEMALE EMPLOYEES

	Mean	Median
Hourly rate of pay	5.7%	-6.5%
Bonus pay	37.9%	5.4%

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUS PAY



Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2021

Michael Gransbury
Group Finance Director