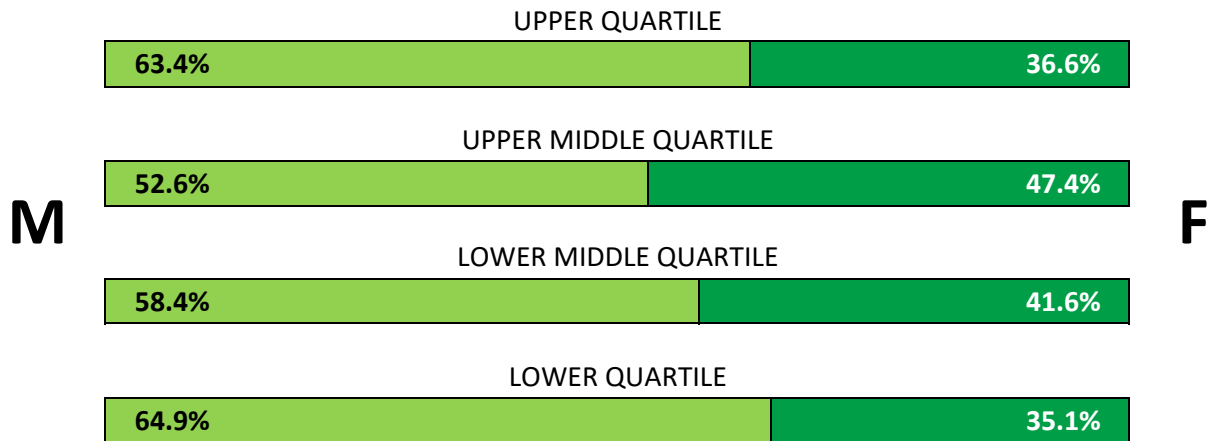


## GENDER PAY GAP REPORT 2022

### PAY AND BONUS GAP BETWEEN MALE AND FEMALE EMPLOYEES

	Mean	Median
Hourly rate of pay	5.7%	-2.5%
Bonus pay	38.8%	8.9%

### 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 2022

**Michael Gransbury**  
Group Finance Director