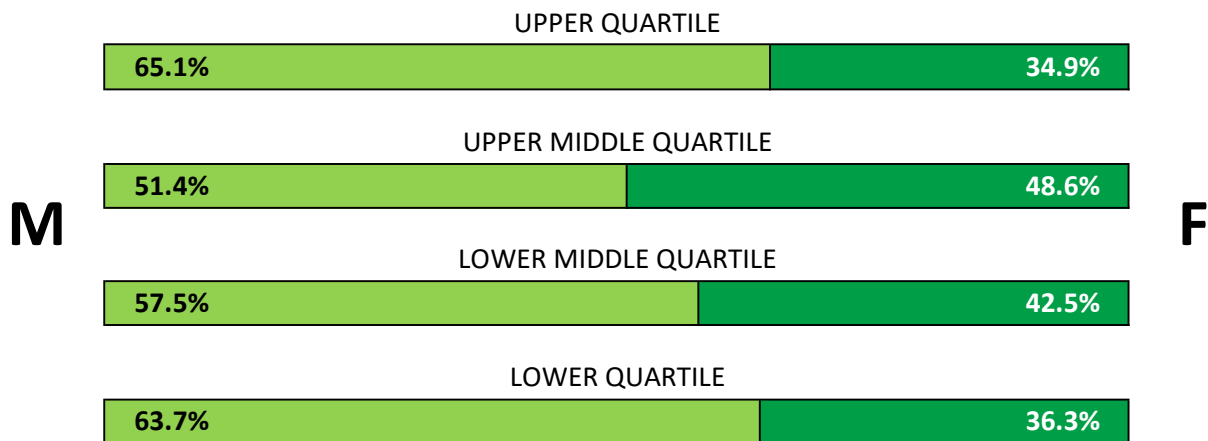


GENDER PAY GAP REPORT 2023

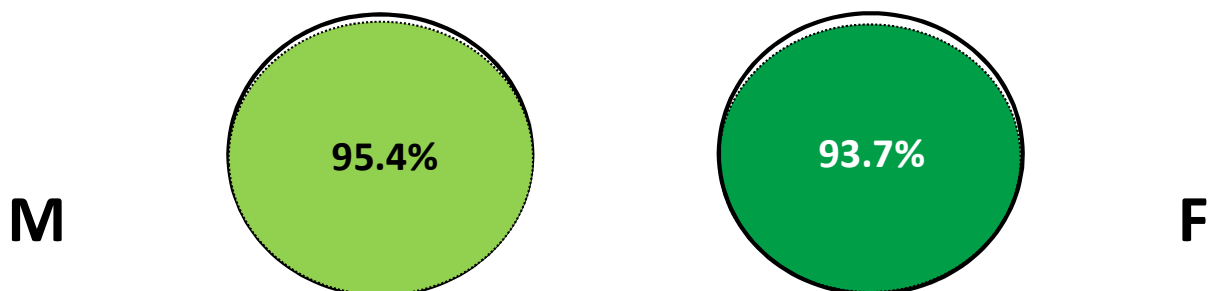
PAY AND BONUS GAP BETWEEN MALE AND FEMALE EMPLOYEES

	Mean	Median
Hourly rate of pay	7.7%	-1.7%
Bonus pay	40.2%	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 2023

Michael Gransbury
Director