

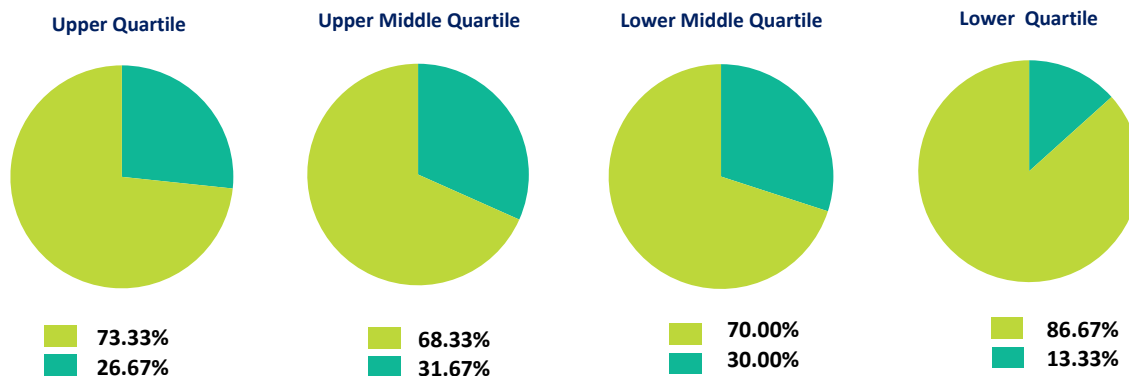
Gender Pay Gap Report

April 2023

Male Female



Proportion of Male and Female Employees according to quartile pay bands



Proportion of Male and Female Employees according to quartile pay bands

	No. of Male	No. of Female	Total No.	% of Male	% of Female
Upper Quartile	16	44	60	26.67	73.33
Upper Middle Quartile	19	41	60	31.67	68.33
Lower Middle Quartile	18	42	60	30.00	70.00
Lower Quartile	8	52	60	13.33	86.67
Total	61	179	240	25.42	74.58

Difference in Mean and Median hourly rates of pay

Pay Gap % difference Male to Female	Difference in Mean Hourly Pay 8.64%	Difference in Median Hourly pay 6.13%
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Difference in Mean and Median Bonus pay

Pay Gap % difference Male to Female	Difference in Mean Bonus Pay N/A	Difference in Median Bonus pay N/A
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Proportion of Male and Female Employees who were paid bonus pay

Male Employees % paid a bonus	N/A
Female Employees % paid a bonus	N/A