



GENDER PAY GAP REPORT

Snapshot date: 31st March 2020

Mean and Median Gender Pay Gap in Hourly Rate of Pay

| | MEAN GENDER PAY GAP IN HOURLY PAY | MEDIAN GENDER PAY GAP IN HOURLY PAY |
|-------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference male to female | -12.5 | -17.3 |

Mean and Median Gender Pay Gap in Bonus Pay

| | MEAN GENDER PAY GAP FOR BONUS PAY | MEDIAN GENDER PAY GAP FOR BONUS PAY |
|-------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference male to female | 0 | 0 |

Proportion of Male and Female Employees Who Were Paid Bonus Pay

| | PROPORTION RECEIVING A BONUS |
|---|------------------------------|
| Male employees (% paid a bonus compared to all male relevant employees) | 0 |
| Female employees (% paid a bonus compared to all female relevant 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 in each quartile compared to all employees) | 7.6 | 12.4 | 3.8 | 4.7 |
| Female (% females in each quartile compared to all employees) | 92.4 | 87.6 | 96.2 | 95.3 |