

OUR STATEMENT

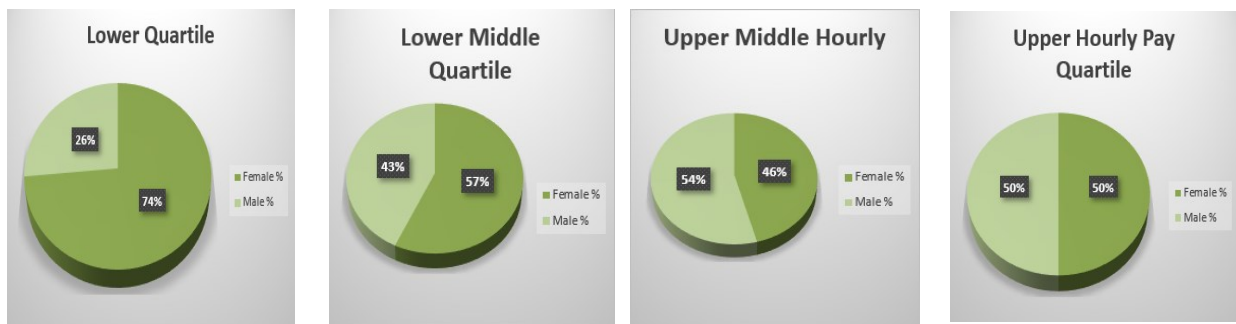
We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individuals employees' data.

Gender Pay Reporting requires our Company to make calculations based on employee gender. We will establish this by using our existing HR and Payroll records.

Reporting for 2024 is based on a 5th April 2024 snapshot date.

Females make up 57% of total team members and have a higher representation in all Quartiles relative to their proportion of the overall population of our team members.



Pay Gap

Median Pay Gap
6%

Mean Pay Gap
3%

Bonus Gap

Median Bonus Gap
-112%

Mean Bonus Gap
-351%

% Receiving Bonus Pay

Female
69%

Male
80%

Our long-term success depends on our ability to attract, promote, and retain a diverse mix of people and skills. We are committed to ensuring the equality, diversity, and inclusion are part of the company's recruitment and selection process. Our results report that the mean bonus gap is higher for women in comparison to men, this result is due to commission payments earned by our sales team, which is made up of mainly women. Men and Women are equally paid for working the same job roles.

I confirm that the published information in relation to the gender pay gap is accurate.

Rachel Norris
HR Director