

OUR STATEMENT

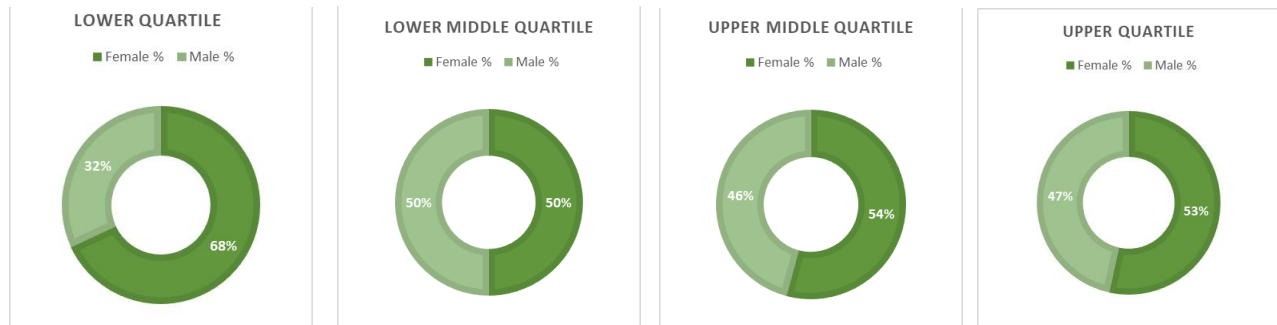
We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 2023 is based on a 5th April 2023 snapshot date.

Females make up 56.25% of total team members and have a higher representation in the Lower Quartile, and Upper Middle 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 9%	Mean Bonus Gap 1%
% Receiving Bonus Pay	Female 53%	Male 69%

We are committed to ensuring that equality, diversity and inclusion are part of the company's recruitment and selection procedures and we consistently review our methods and policies to ensure they are non-discriminatory.

As a company we are confident of the following statements:

- Men and Women are equally paid for working the same job roles.
- Progression within the company is not affected by gender.
- Bonuses are paid on reflection of target components and not relating to specific gender roles.

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

Rachel Norris
HR Director