

OUR STATEMENT

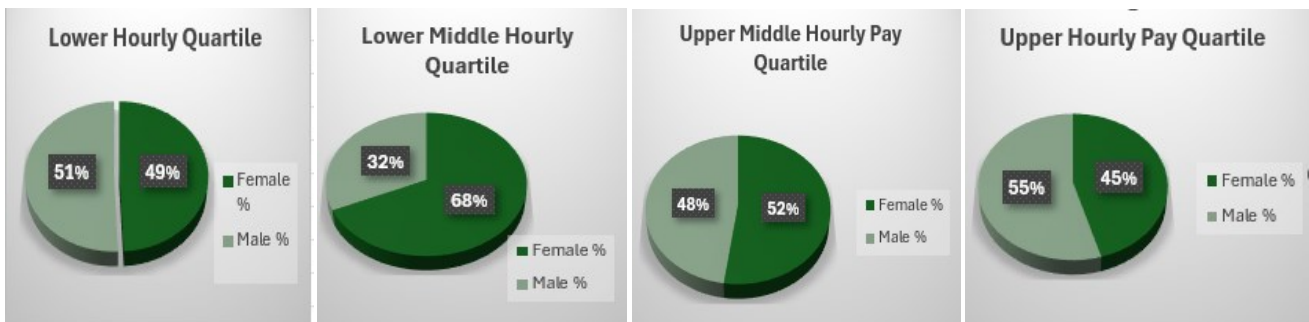
We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 2025 is based on a 5th April 2025 snapshot date.

Females make up 54% of total team members and have a higher representation in all Quartiles relative to their proportion of the overall population of our team members.



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|-----------------------|----------------------------|-------------------------|
| Pay Gap | Median Pay Gap -0.1596% | Mean Pay Gap 2% |
| Bonus Gap | Median Bonus Gap -6% | Mean Bonus Gap -276% |
| % Receiving Bonus Pay | Female 37% | Male 56% |

We strive to attract, promote and retain a diverse mix of people and skills. Diversity and Inclusion are part of the company's recruitment and selection process and part of our values as an employer. 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 and the date the data is extracted. Our data also illustrates that men and women are paid equally for the same job roles.

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

Rachel Norris
HR Director