

UK GENDER PAY GAP MANDATORY REPORTING FIGURES

Snapshot date: 5th April 2025

Reporting Category	Gender Pay Gap %
Mean Gender Pay Gap – Ordinary Hourly Pay*	6,3 %
Median Gender Pay Gap – Ordinary Hourly Pay*	14,0 %
Mean Bonus pay in the 12 months ending 5 th April	-20,4 %
Median Bonus pay in the 12 months ending 5 th April	-42,8 %

Gender	Portion of male and female employees paid bonus in 12 months ending 5 th April
Male	95,4 %
Female	96,7 %

Quartiles	Female %	Male %
Lower Quartile	23 %	77 %
Lower Middle Quartile	5 %	95 %
Upper Middle Quartile	1 %	99 %
Upper Quartile	11 %	89 %

*Ordinary Hourly Pay = (Employees Actual Gross March Pay x (7/30,44(average number of days in a month))) / Employees contractual weekly hours