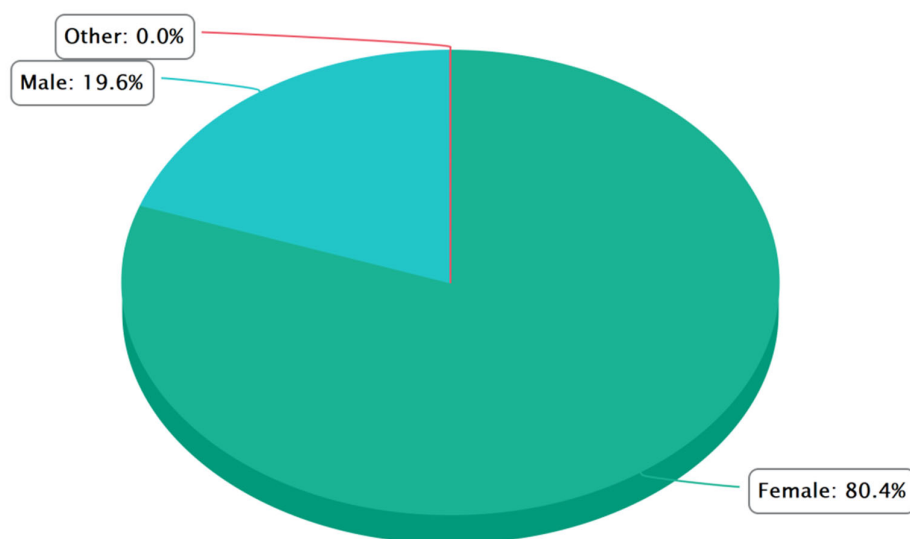


Gender Pay Gap Report

This document shows all required figures for Gender Pay Gap Reporting.

Employee Numbers

| | |
|-----------------------------|-----|
| Total Number of Employees: | 540 |
| Number of Female Employees: | 433 |
| Number of Male Employees: | 107 |



*The calculations in the rest of this report only include employees with salaries

Mean Gender Hourly Pay Gap

| | |
|----------------------------|--------|
| Mean Female Hourly Pay | £19.12 |
| Mean Male Hourly Pay | £21.21 |
| Mean Gender Hourly Pay Gap | 9.8% |

Median Gender Hourly Pay Gap

| | |
|------------------------------|--------|
| Median Female Hourly Pay | £13.98 |
| Median Male Hourly Pay | £19.81 |
| Median Gender Hourly Pay Gap | 29.4% |

Mean Gender Bonus Pay Gap

| | |
|---------------------------|----|
| Mean Female Bonus Pay | £0 |
| Mean Male Bonus Pay | £0 |
| Mean Gender Bonus Pay Gap | 0% |

Median Gender Bonus Pay Gap

| | |
|-----------------------------|----|
| Median Female Bonus Pay | £0 |
| Median Male Bonus Pay | £0 |
| Median Gender Bonus Pay Gap | 0% |

Proportion of Females and Males receiving bonuses

| | |
|---|----|
| Proportion of Females receiving bonuses | 0% |
| Proportion of Males receiving bonuses | 0% |

Proportion of Females and Males in each quartile pay band

