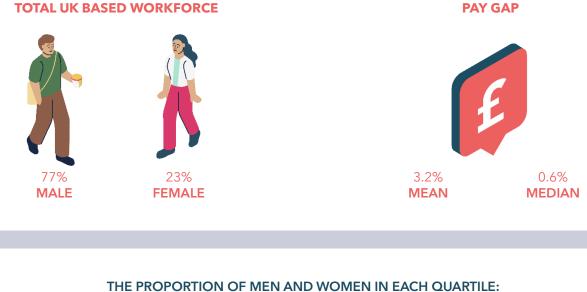
Gender Pay Gap Reporting Information

Our current median pay gap between males and females in the UK is **0.6%**. In comparison the ONS statistics for the median pay gap in the UK for 2023 was **14.3%*** (2024 data isn't expected to be available until November 2024).

In comparison, our median bonus pay gap between males and females in the UK **11.5**. The proportion of total employees receiving a bonus in this period was **79.12%**, this was split equally between male and female employees with 79% of each gender receiving a bonus payment.

Andrew Dutton, CEO said: "As a Board, we are united in a non-discriminatory, gender-neutral approach and we are pleased to see this evidenced in the gender pay gap data. We also made a commitment in 2022 to ensure our teams were paid, as a minimum, in line with the Real Living Wage. We will continue, as a business, to appoint the most appropriate person to the job, as we believe this enables our people and our business to perform better."

AT THE SNAPSHOT DATE OF 5 APRIL 2024



| THE PROPORTION OF MEN AND WOMEN IN EACH QUARTILE: | | | | | |
|---|-------|--------------|--------------|-------|--|
| QUARTILE | LOWER | LOWER MIDDLE | UPPER MIDDLE | UPPER | |
| MALES | 69.7% | 82.6% | 76.1% | 82.2% | |
| FEMALES | 33.3% | 17.% | 23.9% | 17.8% | |

| BONUS | | THE PROPORTION OF PEOPLE RECEIVING A BONUS | |
|-------|--------|--|--------|
| -9.3% | 11.5% | 79% | 79% |
| MEAN | MEDIAN | MALE | FEMALE |

I confirm that the data provided is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Dutton, CEO

*Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics