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GENDER PAY GAP REPORT – 5TH APRIL 2022

| | | |
|--|----------------------------|---------------------|
| 1. Mean Hourly Rate | Men's hourly rate higher | 6% |
| 2. Median Hourly Rate | Women's hourly rate higher | -2% |
| 3. Mean Bonus | Men's bonus higher | 49% |
| 4. Median Bonus | Women's bonus higher | -15% |
| 5. Pay Quartiles | <u>Men</u> | <u>Women</u> |
| Upper Quartile | 86% | 14% |
| Upper Middle Quartile | 78% | 22% |
| Lower Middle Quartile | 80% | 20% |
| Lower Quartile | 89% | 11% |
| 6. % of employees receiving a bonus | <u>Men</u> | <u>Women</u> |
| | 77% | 84% |