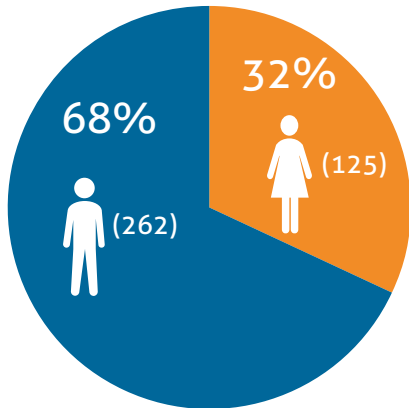
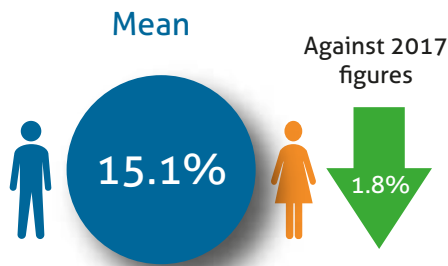


Gender Split

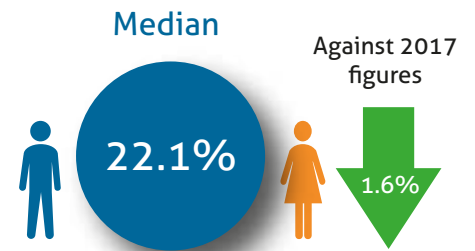


Hourly Rate



In favour of men

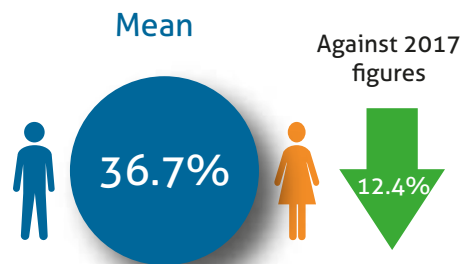
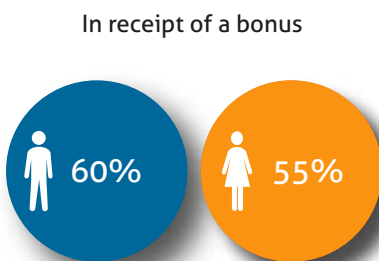
The mean figure is the difference between the average of men's and women's pay.



In favour of men

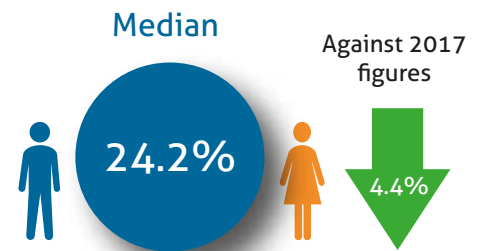
The median figure is the difference between the midpoints in the ranges of men's and women's pay.

Bonus Pay



In favour of men

The mean figure is the difference between the average of men's and women's bonus pay.



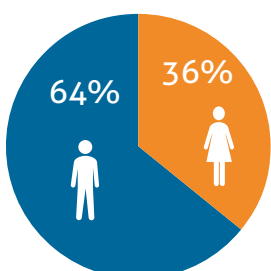
In favour of men

The median figure is the difference between the midpoints in the ranges of men's and women's bonus pay.

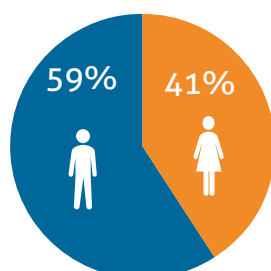
Quartiles

The quartiles show the proportion of males and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided these into 4 equal parts ('quartiles') and calculated the percentage of men and women in each of these quartiles.

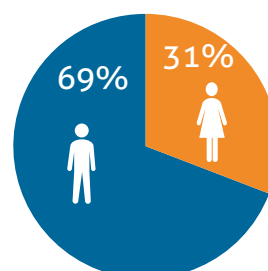
Lower Quartile



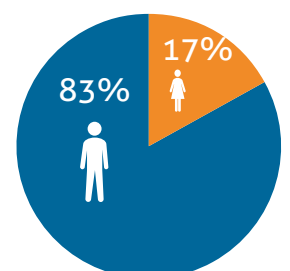
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Signed:

Sean Collins, Chief Executive Officer