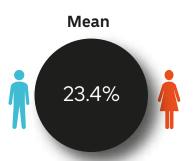


Gender Split

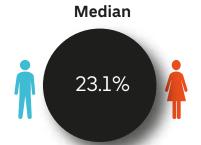
65% 1

Hourly Rate



In favour of men

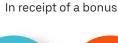
The mean figure is the difference between the average of men's and women's pay.



In favour of men

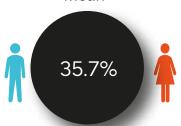
The median figure is the difference between the midpoints in the ranges of men's and women's pay.

Bonus Pay



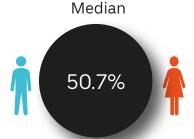


Mean



In favour of men

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

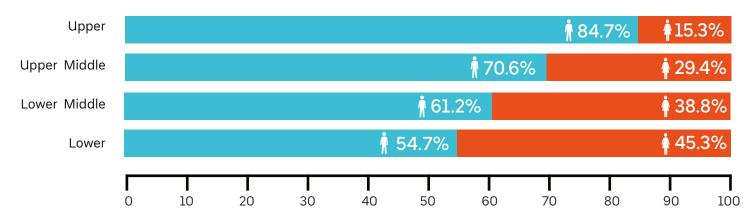


In favour of women

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.



I confirm the accuracy of this information.

ation.
Signed: ·····

Sean Collins, Chief Executive Officer