

Gender Pay Gap Report

2023

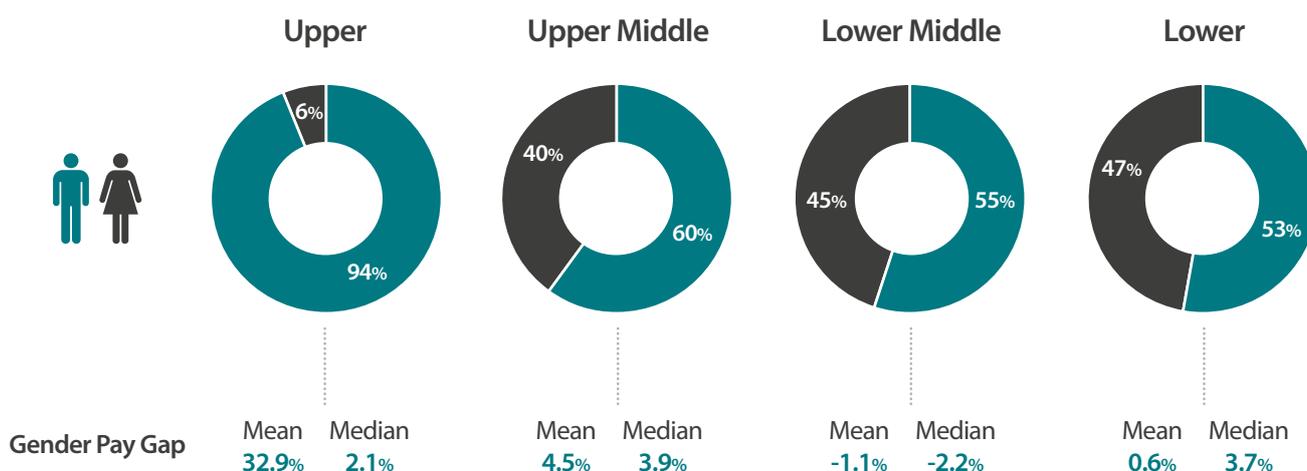
Based on the methodology prescribed by the UK Government, the overall gender pay gap is 16.0%.

Gender Pay Gap

Difference between male and female		
	Median	Mean
Hourly Pay	15.5%	49.1%
Bonus*	51.1%	74.5%

* includes commission

Quartile Analysis



Percentage of employees receiving a bonus



The company operates a number of incentive schemes, including a scheme based on length of service.

Joint Chief Executive, Group Financial Director and Company Secretary