

# Gender Pay Gap Report 2024

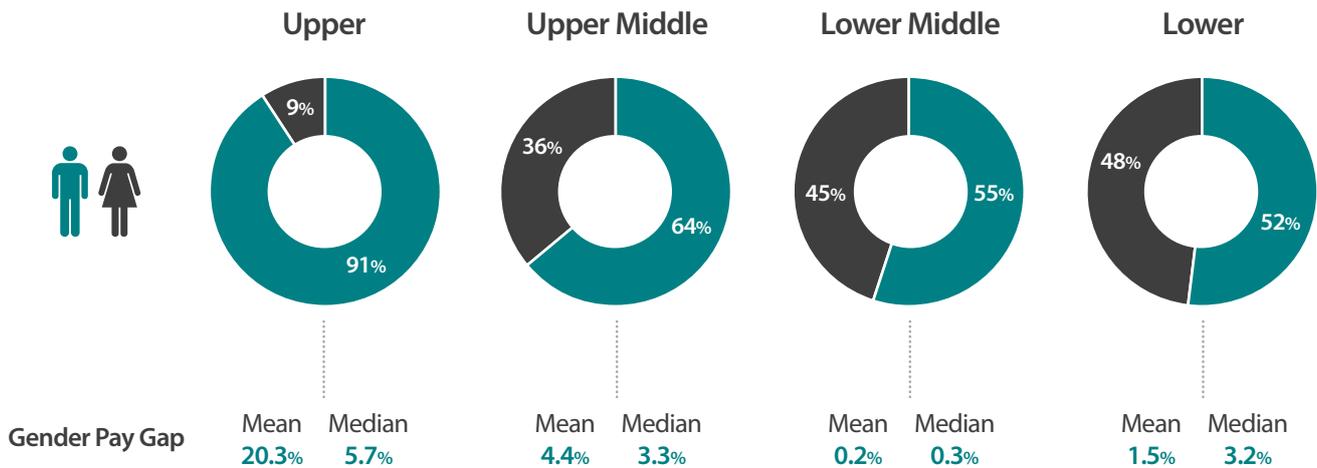
Based on the methodology prescribed by the UK Government, the overall gender pay gap is 17.2%.

## Gender Pay Gap

Difference between male and female		
	Median	Mean
Hourly Pay	17.2%	38.1%
Bonus*	40.3%	78.5%

\* 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