

# Gender Pay Gap Report 2025

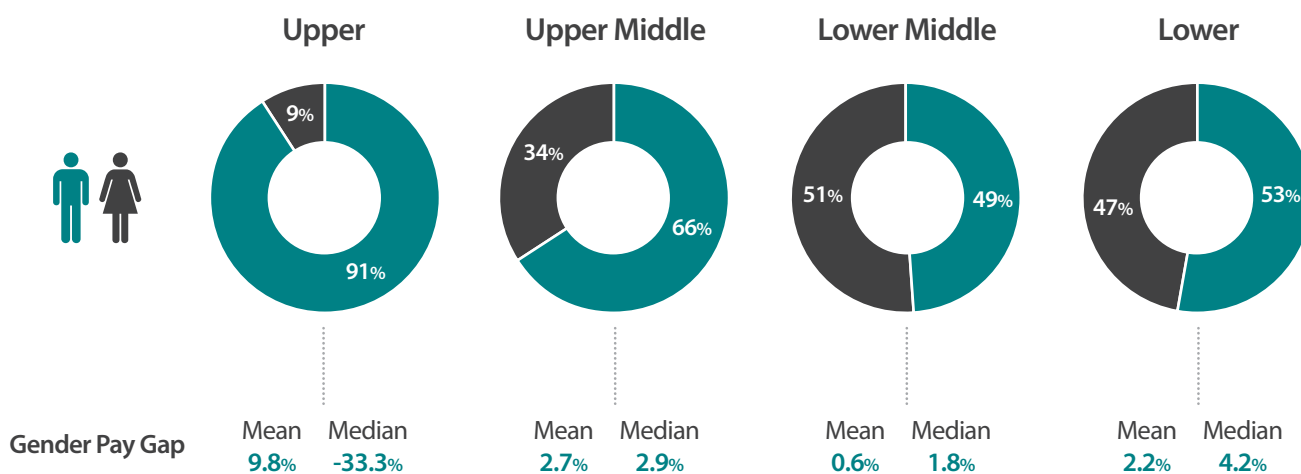
Based on the methodology prescribed by the UK Government, the overall gender pay gap is 19%.

## Gender Pay Gap

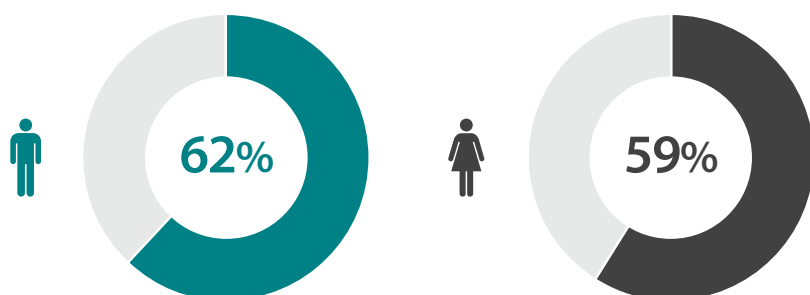
| Difference between male and female |      |        |
|------------------------------------|------|--------|
|                                    | Mean | Median |
| Hourly Pay                         | 38%  | 19%    |
| Bonus*                             | 71%  | 36%    |

\* 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.

Chief Executive, Group Financial Director and Company Secretary