

Gender Pay Gap Reporting: Reporting date March 2025

| Headline Figures | 2025 |
|--|-------|
| Mean gender pay gap | 21.2% |
| Median gender pay gap | 29.2% |
| Mean gender bonus gap | 0% |
| Median gender bonus gap | 0% |
| Proportion of female employees receiving a bonus | 0% |
| Proportion of male employees receiving a bonus | 0% |

| The proportion of males and females in each quartile band: | 2025 | |
|--|--------|----------|
| | Male % | Female % |
| Lower (0-25% of full pay relevant employees) | 10% | 90% |
| Lower Middle (25%-49% of full pay relevant employees) | 17% | 83% |
| Upper Middle (50%- 74% of full pay relevant employees) | 24% | 76% |
| Upper (75% - 100% of full pay relevant employees) | 31% | 69% |

Gender Pay Gap Reporting: Reporting date March 2024

| Headline Figures | 2024 |
|--|-------|
| Mean gender pay gap | 24.4% |
| Median gender pay gap | 38.4% |
| Mean gender bonus gap | 0% |
| Median gender bonus gap | 0% |
| Proportion of female employees receiving a bonus | 0% |
| Proportion of male employees receiving a bonus | 0% |

| The proportion of males and females in each quartile band: | 2024 | |
|--|--------|----------|
| | Male % | Female % |
| Lower (0-25% of full pay relevant employees) | 10 | 90 |
| Lower Middle (25%-49% of full pay relevant employees) | 16 | 84 |
| Upper Middle (50%- 74% of full pay relevant employees) | 31 | 69 |
| Upper (75% - 100% of full pay relevant employees) | 34 | 66 |