

All UK organisations with over 250 employees are now required to share details of their Gender Pay and Bonus Gaps, the percentage of men and women receiving a bonus and the proportions of men and women in each pay quartile of the workforce.

Our gender pay gap figures as at 5 April 2025 are shown below and I confirm that these are accurate.



PE Kane  
Director of Finance

Mean Gender Pay Gap in Hourly Pay as a % of men's pay	11.2%
Median Gender Pay Gap in Hourly Pay as a % of men's pay	0.7%
Proportion of Males who were paid a bonus	94.3%
Proportion of Females who were paid a bonus	84.9%
Mean Gender Bonus Pay Gap as a % of men's pay	13.94%
Median Gender Bonus Pay Gap as a % of men's pay	-464.28%

### Proportion of Males and Females in each Pay Quartile

	Males	Females
Upper Quartile	95.1%	4.9%
Upper Middle Quartile	82.5%	17.5%
Lower Middle Quartile	89.3%	10.7%
Lower Quartile	85.6%	14.4%