

# 2023 Gender Pay Gap Report

This report is based on pay data as at 5th April 2023.

YEAR	MEAN	MEDIAN
2023	11.75%	1.59%
2022	10.55%	6.20%

## Summary

In 2023 women's mean pay was 11.75% lower than men and the median pay for women was 1.59% lower than men. In 2022 women's mean pay was 10.55% lower than men and the median pay for women was 6.20% lower than men.

The data has been collated even though the Company is not officially required to report due to the number of staff employed.

Catherine Bell, Group Managing Director

