

2020 Gender Pay Gap Report

This report is based on pay data as at 5th April 2020 and bonus data in year up to 5th April 2020 .

Equal Pay and Bonus Pay Gap

2020 Bonus Pay

Women's hourly rate is 2.43% (median) higher than men.

Women's hourly rate is 11.84% (mean) lower than men.

Women's bonus pay is 226.64% (median) higher than men.

Women's bonus pay is 22.15% (mean) higher than men.

F 53% of women received a bonus

M 42% of men received a bonus

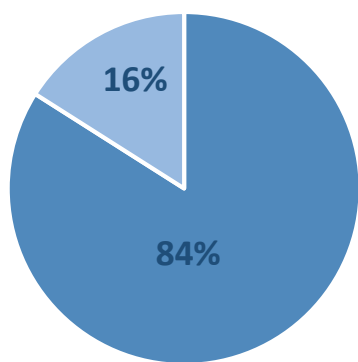
Since our 2019 report percentage of male workforce who received a bonus has increased by 10% and percentage of female workforce who received a bonus has increased by 11%.

For 2020 73% of bonuses were paid to women and 27% paid to men.

Since our 2019 report our median pay gap has reduced by 8.31% and our mean pay gap has increased by 1.73%.

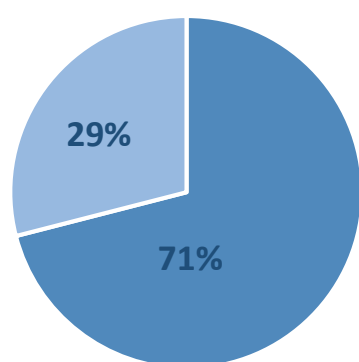
Gender Distribution

2020 Lower Quartile



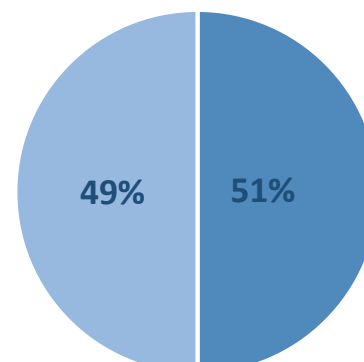
■ Women ■ Men

2019 Lower Quartile



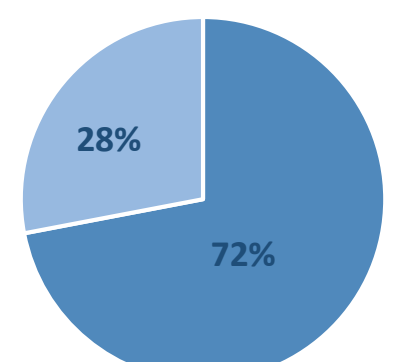
■ Women ■ Men

2020 Lower Middle Quartile



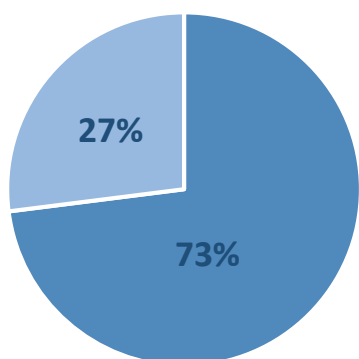
■ Women ■ Men

2019 Lower Middle Quartile



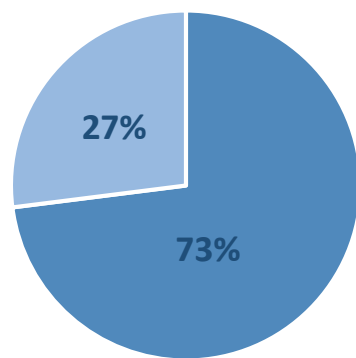
■ Women ■ Men

2020 Upper Middle Quartile



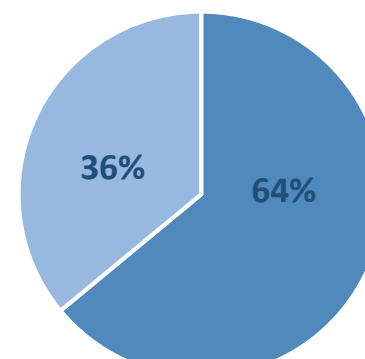
■ Women ■ Men

2019 Upper Middle Quartile



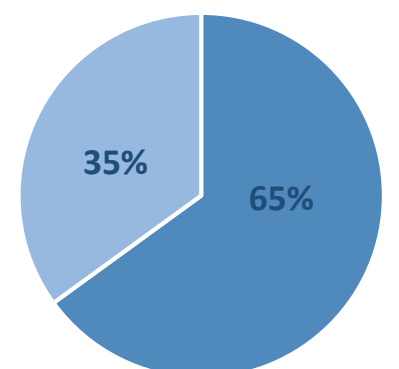
■ Women ■ Men

2020 Upper Quartile



■ Women ■ Men

2019 Upper Quartile



■ Women ■ Men

We confirm that our data has been circulated according to requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Catherine Bell *Steve Thompson*