

2021 Gender Pay Gap Report

This report is based on pay data as at 5th April 2021.

YEAR	MEAN	MEDIAN
2021	9.18%	0.28%
2020	11.84%	-2.43%

Summary

In 2021 women's mean pay was 9.18% lower than men and the median pay for women was 0.28% lower than men. In 2020 women's mean pay was 11.84% lower than men and the median pay for women was 2.43% higher 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 and Steve Thompson, Co-Group Managing Directors

