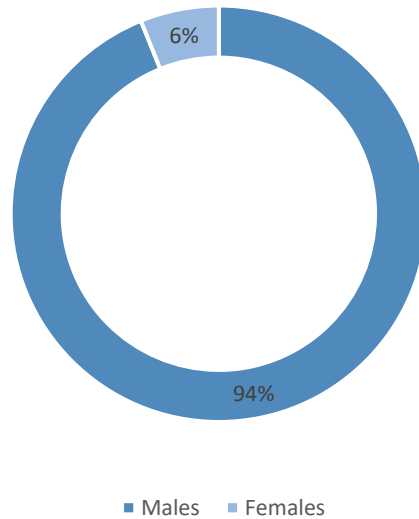


Workforce July 2023

Workforce July 2023



- **Mean Gender Pay Gap – 8.34%**
- **Median Gender Pay Gap – 4.37%**
- **Mean Gender Pay Gap Excluding Bonus – 6.25%**
- **Median Gender Pay Gap Excluding Bonus – 37%**
- **Mean Bonus Pay Gap – 50%**
- **Median Bonus Pay Gap – 45%**
- **Percentage of Male Employees who received a bonus – 90%**
- **Percentage of Female Employees who received a bonus – 75%**
- **Percentage of Male Employees who received benefit in kind – 13%**
- **Percentage of Female Employees who received benefit in kind - 10.52%**

Pay Quartiles

