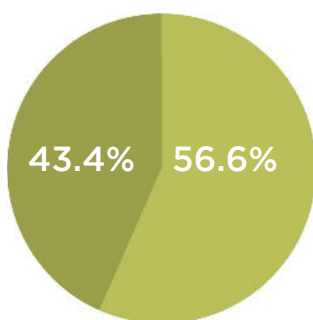


## GENDER PAY GAP REPORT APRIL 2023

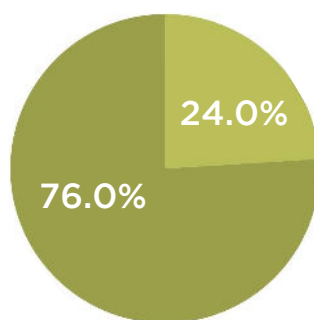
<b>Male and female ratio</b> <i>This is the ratio between our male and female employees in April 2023 (Male - 140 / Female - 162)</i>	Male	46.4%
	Female	53.6%
<b>The mean gender pay gap</b> <i>Mean is the average hourly rate of pay in each gender</i>	3.5%	
	Male	£15.60
	Female	£15.06
<b>The median gender pay gap</b> <i>Median is the middle hourly pay rate in each gender</i>	5.9%	
	Male	£13.22
	Female	£12.44
<b>The mean bonus gender pay gap</b> <i>This is the difference in the mean bonus pay paid to men and women</i>	-32.9%	
<b>The median bonus gender pay gap</b> <i>This is the difference in the median bonus pay paid to men and women</i>	-49.7%	
<b>Proportion of males and females receiving a bonus payment</b>	Male	59.6%
	Female	66.4%

### Quartile bands

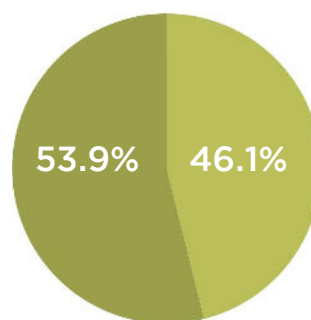
*This is the percentage between male and female in each quartile bands.*



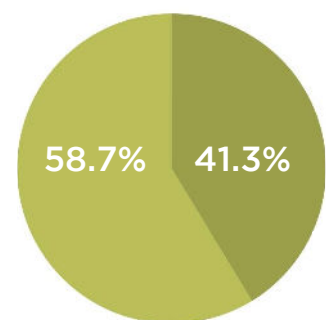
**Lower**  
£10.68 - £11.22



**Lower Middle**  
£11.22 - £12.36



**Upper Middle**  
£12.36 - £15.33



**Upper**  
> £15.33