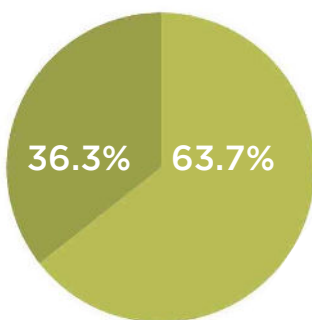


## GENDER PAY GAP REPORT APRIL 2025

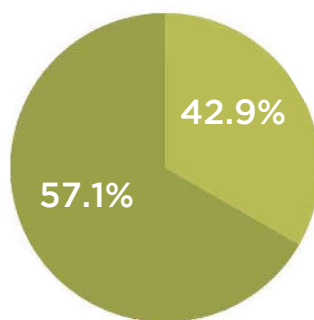
<b>Male and female ratio</b> <i>This is the ratio between our male and female employees in April</i> 2024 - Total number of employees is 349 (Male 173 / Female 176) 2025 - Total number of employees is 363 (Male - 187 / Female - 176)	Male	51.5%
	Female	48.5%
<b>The mean gender pay gap</b> <i>Mean is the average hourly rate of pay in each gender</i>	-1.3%	
	Male	£16.13
	Female	£16.33
<b>The median gender pay gap</b> <i>Median is the middle hourly pay rate in each gender</i>	-0.1%	
	Male	£13.39
	Female	£13.40
<b>The mean bonus gender pay gap</b> <i>This is the difference in the mean bonus pay paid to men and women</i>	-89.4%	
<b>The median bonus gender pay gap</b> <i>This is the difference in the median bonus pay paid to men and women</i>	0.0%	
<b>Proportion of males and females receiving a bonus payment</b>	Male	62.4%
	Female	70.1%

### Quartile bands

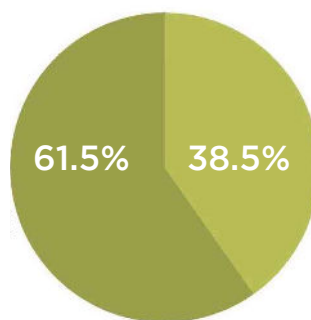
*This is the percentage between male and female in each quartile bands.*



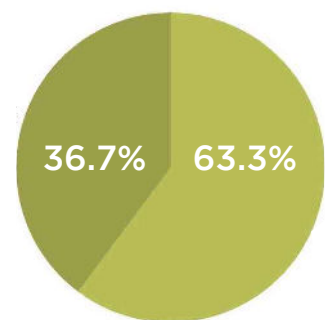
**Lower**  
£12.21 - £12.22



**Lower Middle**  
£12.22 - £13.40



**Upper Middle**  
£13.40 - £16.23



**Upper**  
> £16.33