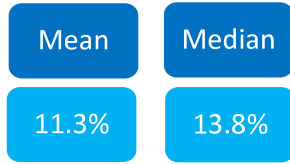


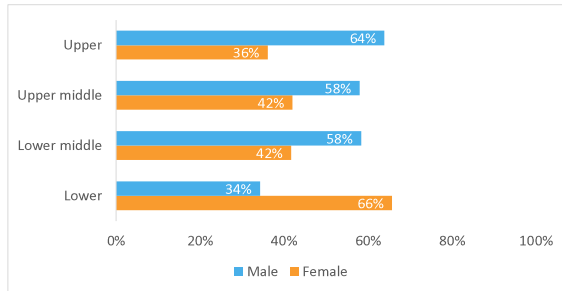
GROUP GENDER PAY GAP DASHBOARD - APRIL 2024

GENDER PAY GAP

Hourly pay difference

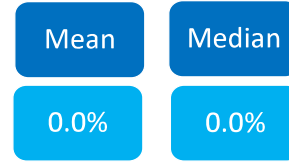


Pay quartiles

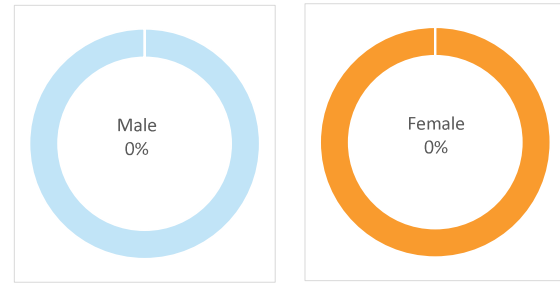


BONUS PAY GAP

Bonus pay difference



Proportion of employees receiving a bonus



UNDERSTANDING THE GAP

THE MEAN & MEDIAN

Mean - the average. The total of all hourly rates divided by the number of employees.

Median - the middle value. The mid point of hourly rates when listed from highest to lowest.

RESULTS

- Mean gender pay gap - women's hourly rate of pay is 11.3% less than male colleagues (2023: 14.2%).
- Median gender pay gap - women's median hourly rate of pay is 13.8% less than male colleagues (2023: 16%).
- Pay quartiles - Men are the dominant gender in all but the lower quartile.
- Bonus pay gaps - there is no bonus scheme for the group.

EXPLANATION

- The gender split in the company is 46% women (2023: 48%) and 54% men (2023: 52%).
- The mean and median pay gaps are driven by the gender splits between different roles. Female employees are over-represented in the lower paying administration roles and under-represented in operative roles. The pay gaps have reduced since last year due to the proportion of female employees increasing in the lower middle quartile and decreasing in the lower quartile.
- Men are dominant in all but the lower quartile. While the upper and upper middle quartiles remain broadly unchanged from 2023, female employees have increased in the lower middle quartile by 6% and decreased by 10% in the lower quartile.

