



Legislation requires the company to publish details of our Gender Pay Gap on an annual basis.

Gender Pay Gap Statistics 2023

Mean Gender Pay Gap	0.6%
Median Gender Pay Gap	-9.0%
Mean Gender Bonus Gap	52.8%
Median Gender Bonus Gap	-41.4%

	Male	Female
Proportion Receiving Bonus Payment	45.9%	39.0%
Proportion in Each Quartile		
Upper	91%	9%
Upper Middle	91%	9%
Lower Middle	93%	7%
Lower Middle	4%	6%