

GENDER PAY GAP STATEMENT – DATA SNAPSHOT DATE 5th APRIL 2022

We recognise our obligations with respect to Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We have calculated six different metrics that demonstrate the difference of average earnings between men and women in our organisation. We use our payroll data drawn from a specific pay period – stipulated by the directive – to supply the data required to calculate the Gender Pay Gap report. This is done anonymously and therefore we do not publish individual employees' data.

The results from this report are used to assess the proportion of male and female employees in each pay quartile and, as an employer, establish the causes of any gender pay gap and inform our action plans to improve this.

Our published results can be found here <https://gender-pay-gap.service.gov.uk/Employer/MHxPj44W>

I confirm that the published information in relation to the gender pay gap is accurate.

Mark Lowe
Managing Director – UK and Ireland

Stephen Fenby
Group Managing Director

Stephen Lamb
Group Finance Director