

## Gender Pay Gap Report 2023

We're committed to providing a diverse and inclusive workplace, which reflects the communities we serve. We think it's important that all our colleagues are treated with fairness and equality\*.

The company does not employ people based on gender. Job offers are always made to the best applicants regardless of their gender from the available talent pool.

The standard calculations show that on average our female colleagues are paid in total 0.79% per cent more than their male colleagues and 6% more in bonus payments.

We're proud of our figures below, which show our gender pay gap at 5 April 2023.

Pay gap	Mean	Median
	Females 0.79% higher than males	Females 0.8% higher than males

Bonus Mean gap difference	Females 6% higher than males
Proportion of men receiving a bonus	14%
Proportion of women receiving a bonus	19%

Proportion of men and women in each pay quartile:		
Pay quartiles	Women	Men
One	40.6%	59.4%
Two	23.4%	76.6%
Three	30%	70%
Four	35.5%	64.5%

*\*Unless the company is legally required to pay higher rates of pay as a result of TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006).*