

GROUP GENDER PAY GAP DASHBOARD - APRIL 2025

GENDER PAY GAP

Hourly pay difference

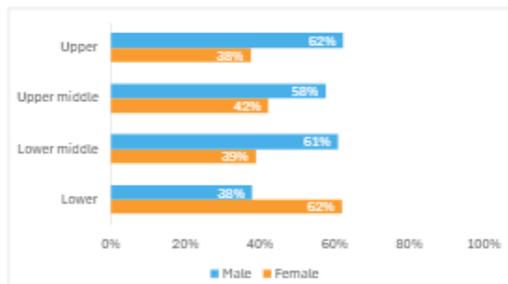
Mean

10.6%

Median

11.5%

Pay quartiles



BONUS PAY GAP

Bonus pay difference

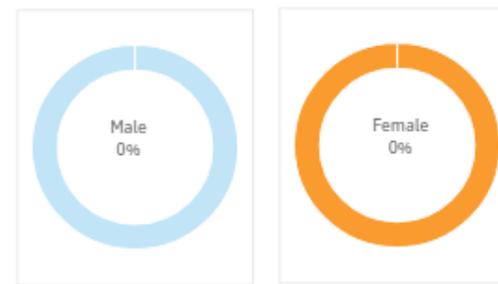
Mean

0.0%

Median

0.0%

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 10.6% less than male colleagues (2024: 11.3%).
- Median gender pay gap - women's median hourly rate of pay is 11.5% less than male colleagues (2024: 13.8%).
- 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 45% women (2024: 46%) and 55% men (2024: 54%).
- 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 upper quartile and decreasing in the lower middle and lower quartile.

