

Gender Pay Gap Report

MARCH 2024



Total Employee % breakdown:

- Male 24.82%
- Female 75.18%

Mean Gender Pay Gap:

- 25.18%

Median Gender Pay Gap:

- 47.42%

| Pay bands | Male | Female |
|-----------------------|--------|--------|
| Upper quartile | 40.20% | 59.80% |
| Upper middle quartile | 32.35% | 67.65% |
| Lower middle quartile | 15.84% | 84.16% |
| Lower quartile | 10.78% | 89.22% |