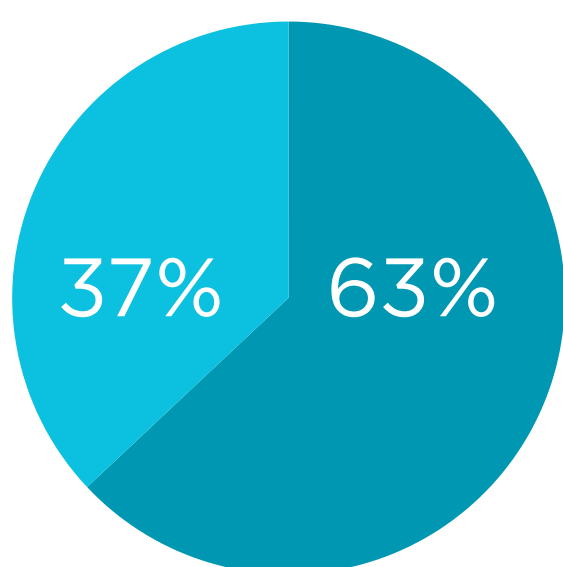
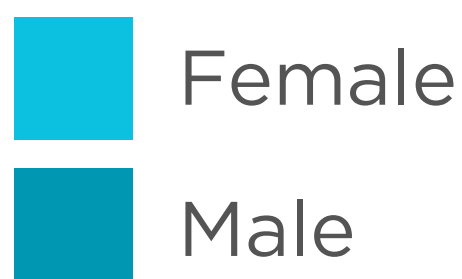


## Gender Pay Gap Report April 2025

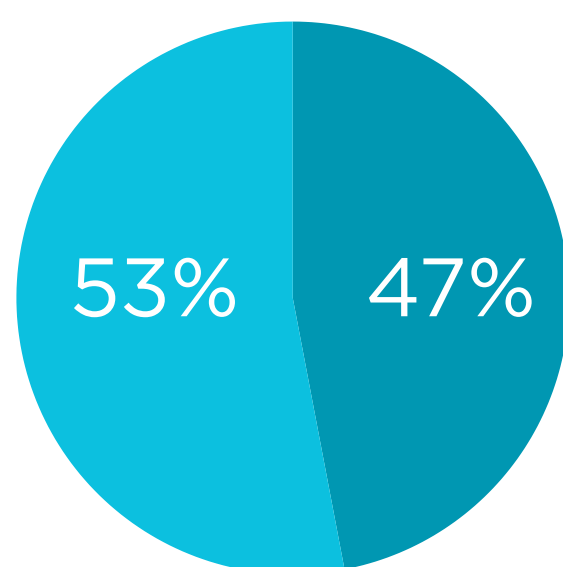
<b>Male and female ratio</b> <i>This is the ratio between our male and female employees in April</i> <i>Total number of employees is 389 (Male 207/Female 182)</i>	Male	54%
	Female	46%
<b>The mean gender pay gap</b> <i>Mean is the average hourly rate of pay in each gender</i>	5.56%	
	Male	£16.12
	Female	£15.23
<b>The median gender pay gap</b> <i>Median is the middle hourly pay rate in each gender</i>	0.16%	
	Male	£12.44
	Female	£12.46
<b>The mean bonus gender pay gap</b> <i>This is the difference in the mean bonus pay paid to men and women</i>	2%	
<b>The median bonus gender pay gap</b> <i>This is the difference in the median bonus pay paid to men and women</i>	0%	
<b>Proportion of males and females receiving a bonus payment</b>	Male	63%
	Female	59%

### Quartile Bands

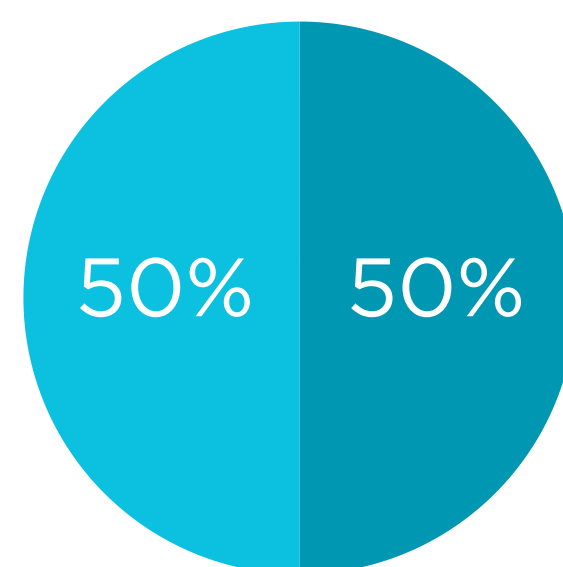
*This is the percentage between male and female in each quartile bands.*



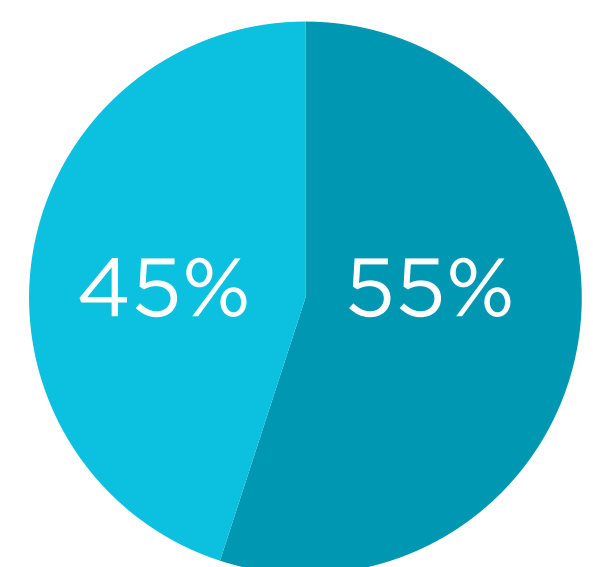
Lower



Lower Middle



Upper Middle



Upper