**Gender Pay Gap Report**

**What we discovered**

- **Our Quest for Diversity**
  - High-level diversity targets
  - Gender diversity targets
  - Race diversity targets

**The Gender Pay Gap - What is it?**

- Men earn on average 10% more than women in the same role.
- 1 in 5 women are earning less than men in the same role.

**The Facts and Figures**

Who is included in this report?

- Employees who are based in the UK
- Full-time employees

Our hourly pay

<table>
<thead>
<tr>
<th>Gender</th>
<th>Average Hourly Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>£12.30</td>
</tr>
<tr>
<td>Women</td>
<td>£10.80</td>
</tr>
</tbody>
</table>

By pay quartile

- Men are more likely to be in the highest pay quartile.
- Women are more likely to be in the lowest pay quartile.

Gender bonus gap

- Men receive a larger gender bonus compared to women.

What is being done to address the gender pay gap?

- Our equal pay strategy
- Gender pay gap action plan
- Diversity and inclusion training

How are we doing this?

- Setting clear targets
- Regular data analysis
- Reporting progress

Our family leave policy

- Paid parental leave
- Flexible working arrangements

Together for tomorrow

- Investing in our people
- Creating a diverse and inclusive culture