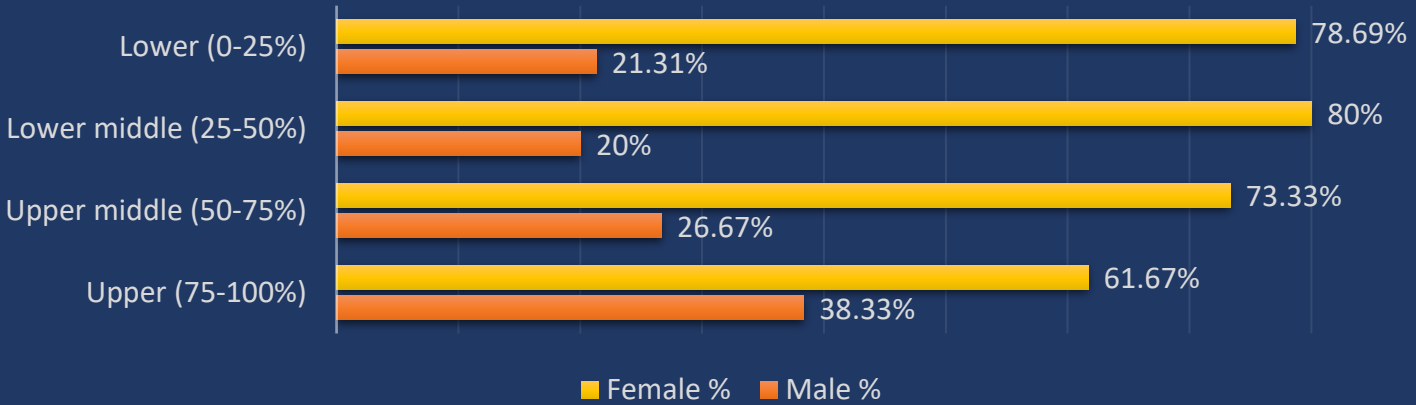


Gender Pay Gap Report 2022

% men / women in each pay quartile

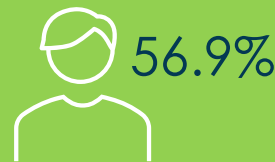


Relevant
colleagues

254

Regulations require colleagues be identified as male or female for reporting purposes. As an inclusive employer, we actively support colleagues of all gender identities.

% men / women receiving a bonus



Pay and bonus differences between men & women

	Mean	Median
Pay Gap	21.2%	8.98%
Bonus Gap	36.94%	23.31%

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

David Grossman,
Chief Executive

Michelle Cemm,
Chief People Officer