

## Gender Pay Gap Report 2022

We're committed to providing a diverse and inclusive workplace, which reflects the communities we serve. We think it's important that all our colleagues are treated with fairness and equality\*.

The company does not employ people on the basis of gender. Job offers are always made to the best applicants regardless of their gender from the available talent pool.

The standard calculations show that on average our female colleagues are paid in total 6.9% per cent more than their male colleagues and 5.4% more in bonus payments.

We're proud of our figures below, which show our gender pay gap at 5 April 2022.

Pay gap	Mean	Median
	Females 6.9% higher than males	Females 4.6% higher than males

Bonus Mean gap difference	Females 5.4% higher than males
Proportion of men receiving a bonus	4.4%
Proportion of women receiving a bonus	4.9%

Proportion of men and women in each pay quartile:		
Pay quartiles	Women	Men
One	46.5%	53.5%
Two	24.4%	75.6%
Three	36.6%	63.4%
Four	47.4%	52.6%

*\*Unless the company is legally required to pay higher rates of pay as a result of TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006).*