

Gender Pay Gap Data

Snapshot Date 05 April 2024

2024-25 Reporting Year

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	31.4%	68.6%
Upper middle hourly pay quarter	19.3%	80.7%
Lower middle hourly pay quarter	10.1%	89.9%
Lower hourly pay quarter	9.2%	90.8%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	18.5%
Median gender pay gap using hourly pay	30%

Percentage of men and women who received bonus pay*

	Men	Women
Percentage of men and women who received bonus pay	34.8%	32.3%

* "Bonus pay" predominantly takes the form of low value employee recognition awards, redeemable as non-cash vouchers

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	-64.1%
Median gender pay gap using bonus pay	0%

Employee headcount

Number of employees used to establish headcount for gender pay gap reporting	1784
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Written statement

I confirm that the information contained in this statement is accurate.



Corinne Mills
Chief People Officer

Date: 03 April 2025