

Gender Pay Gap Data

Snapshot Date 05 April 2025

2025-26 Reporting Year

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	28.3%	71.7%
Upper middle hourly pay quarter	19.2%	80.8%
Lower middle hourly pay quarter	12.3%	87.7%
Lower hourly pay quarter	9.1%	90.9%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	15%
Median gender pay gap using hourly pay	28.2%

Percentage of men and women who received bonus pay*

	Men	Women
Percentage of men and women who received bonus pay	61%	62%

* "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

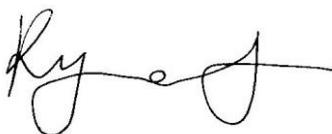
Mean gender pay gap using bonus pay	-9.3%
Median gender pay gap using bonus pay	0%

Employee headcount

Number of employees used to establish headcount for gender pay gap reporting	1,854
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Written statement

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



Katherine Sargent
Chief People Officer

Date: 1 April 2026