

This is our annual gender pay gap report for the snapshot date of 5 April 2020.

- Our mean gender pay gap using hourly pay is -3.0%.
- Our median gender pay gap using hourly pay is -7.0%.
- Our mean gender bonus gap is 9%.
- Our median gender bonus gap is 84%.
- The proportion of male employees receiving a bonus is 22% and the proportion of female employees receiving a bonus is 39%.

**Percentage of males and females in each pay quartile based on hourly pay**

Quartile	Males	Females
Upper	50%	50%
Upper middle	49%	51%
Lower middle	62%	38%
Lower hourly	59%	41%

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We have a Pay and Grading Framework and Policy which is clear and transparent across the organisation and pays employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

We continually review and invest in all our employees irrespective of gender to ensure we recognise and reward them in the roles they do this includes continued learning and development opportunities and progression. Our data confirms that we are paying people fairly based on their skills and qualifications and our recruitment process ensures that it remains fair, inclusive and impartial.

We confirm the information in this statement is accurate.