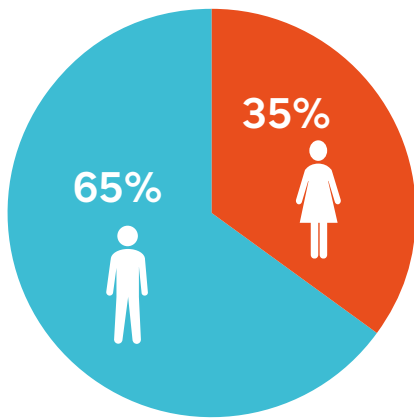
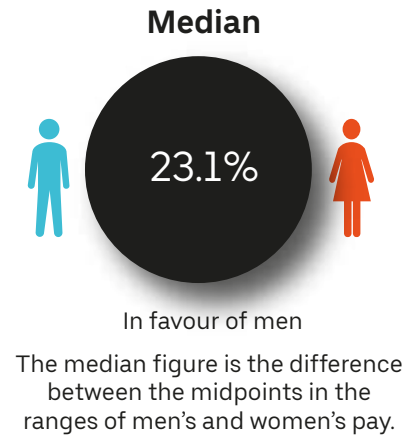
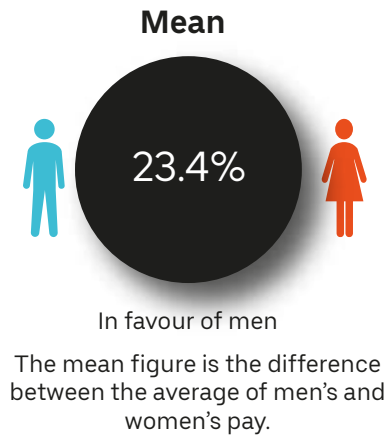


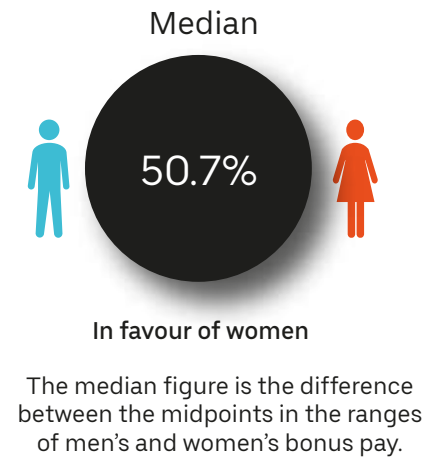
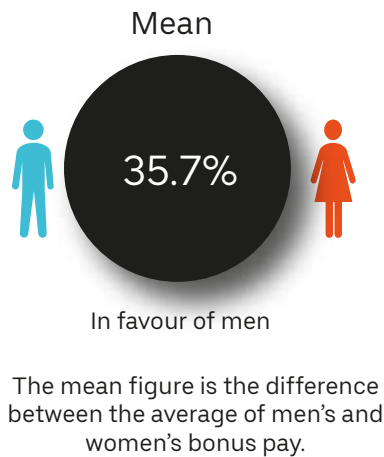
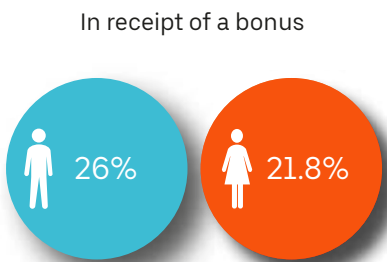
Gender Split



Hourly Rate

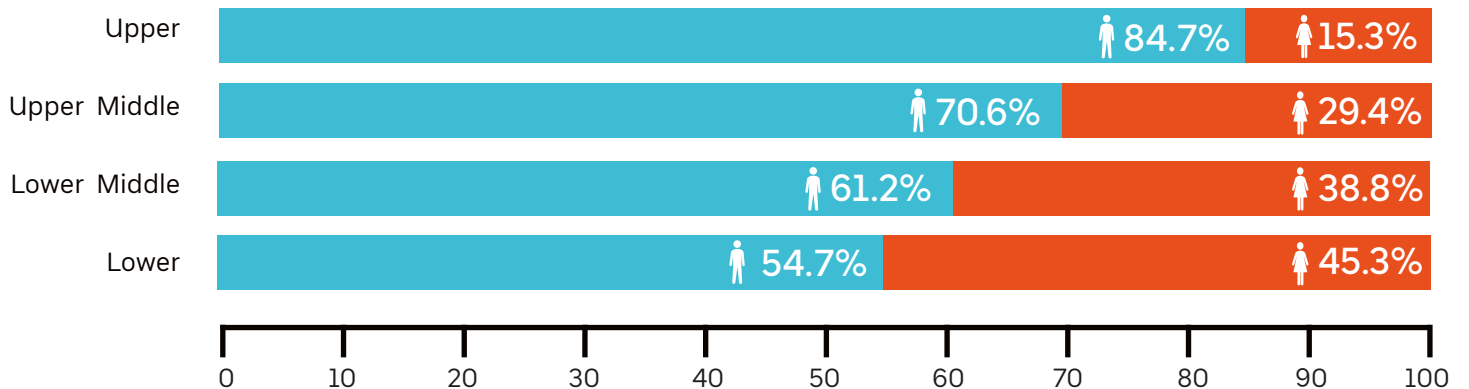


Bonus Pay



Quartiles

The quartiles show the proportion of males and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided these into 4 equal parts ('quartiles') and calculated the percentage of men and women in each of these quartiles.



I confirm the accuracy of this information.

Signed: Sean Collins, **Chief Executive Officer**