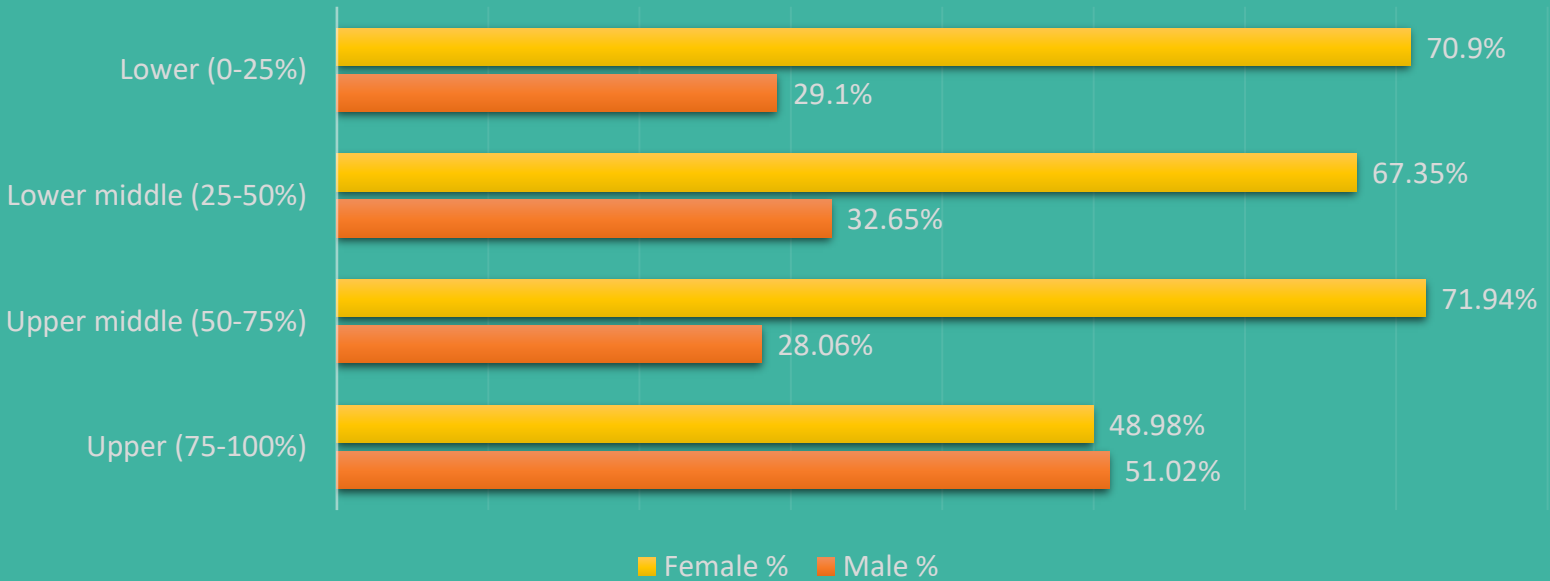


A great place to work, driven by values

% men / women in each pay quartile



Relevant colleagues

784

Men 276 / Women 508

Regulations require colleagues to be identified as male or female for reporting purposes. As an inclusive employer, we actively support colleagues of all gender identities.

% men / women receiving a bonus



Pay and bonus differences between men & women.

	Mean	Median
Pay Gap	17.39%	13.04%
Bonus Gap	44.57%	61.51%

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.



David Grossman,
Chief Executive



Michelle Cemm,
Chief People Officer