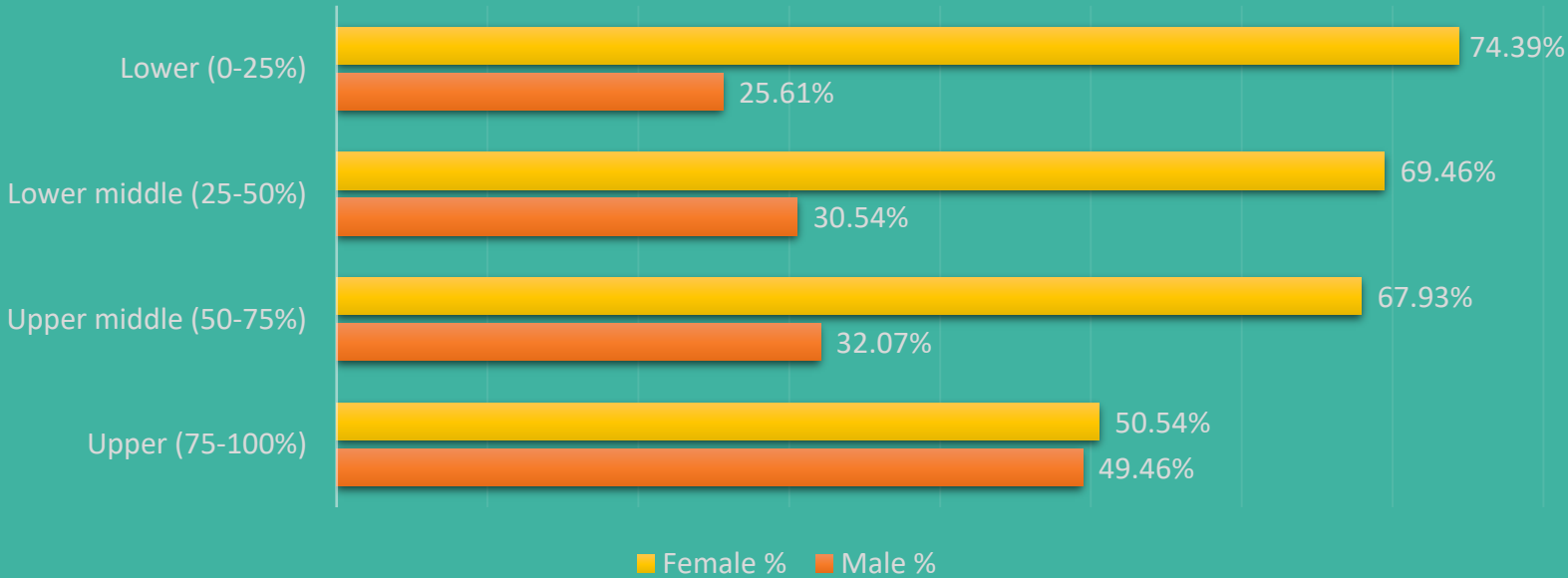


A great place to work, driven by values

% men / women in each pay quartile



Relevant colleagues

809

Men 266 / Women 543

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

♂ 59%

♀ 60%

Pay and bonus differences between men & women.

	Mean	Median
Pay Gap	19.15%	10.96%
Bonus Gap	53.31%	47.27%

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