

Gender Pay Gap Report 2025



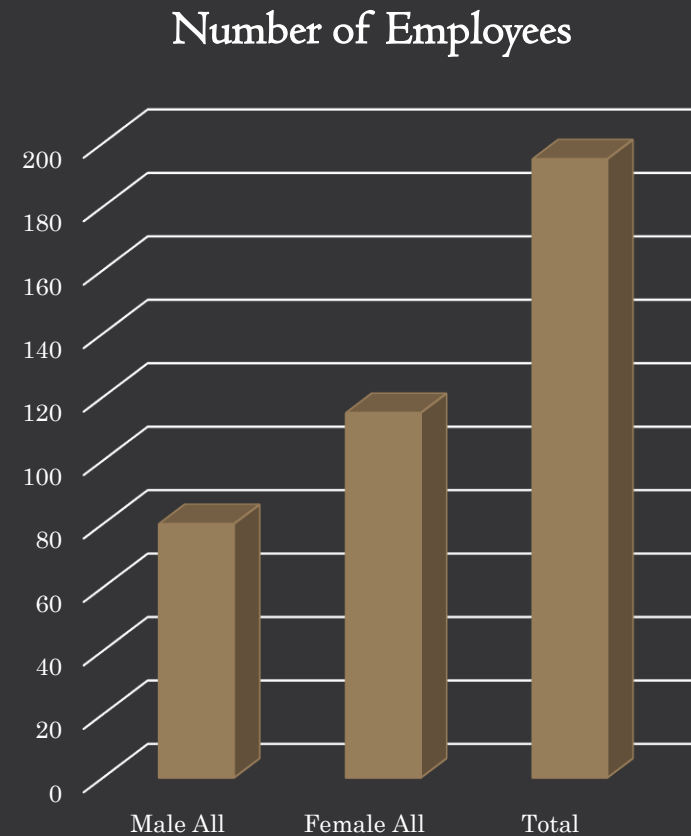
Snapshot Date:
15th June 2025

Reporting Period:
June 15th 2024 to June 15th 2025

Reporting Date:
19th December 2025

Gender Breakdown

- ▶ Female Gender 59.0 %
- ▶ Male Gender 41.0 %



Bonus & Benefit In Kind

% Of Male & Female Employees who Received Bonuses & Benefit in Kind

BONUS

The proportion of relevant employees of the male gender who were paid bonus remuneration = 2.5 %

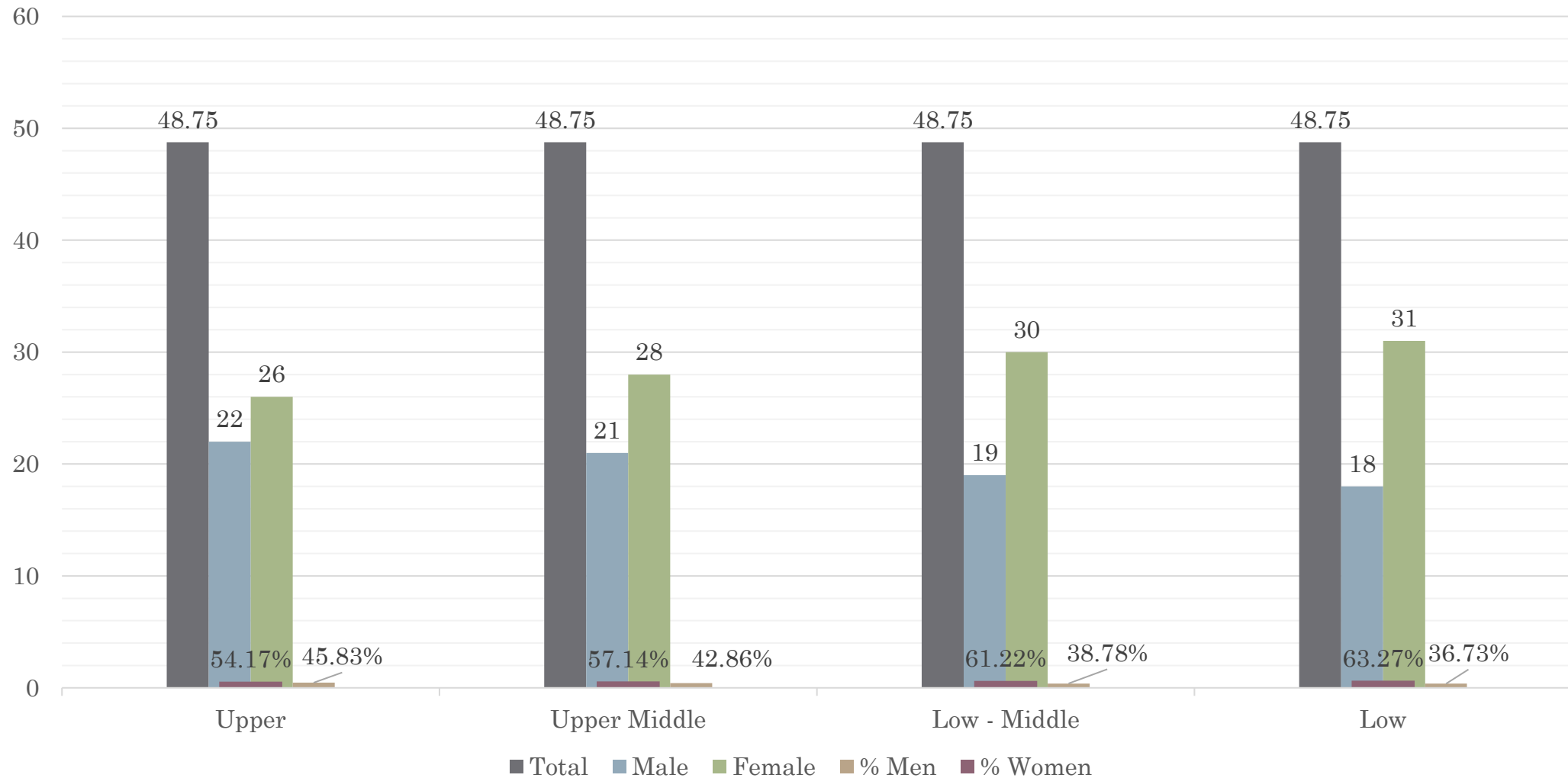
The proportion of relevant employees of the female gender who were paid bonus remuneration = 1.7%

Total number of males in workforce 80

Total number of females in workforce 115

** relevant employees of male or female gender are those who are in management positions, i.e. Heads of Department or Senior Managers.

Gender Pay Gap By Quartiles



The difference between the mean hourly remuneration of all relevant employees of male gender in comparison to all relevant employees of female gender.

All Hourly Employees		Part Time Employees		Employees receiving a bonus	
Mean		Mean		Mean -120.8%	
Male 15.57		Male 13.08			
Female 14.95		Female 13.07			
Difference 4%		Difference 0.1%			
Median		Median		Median -120.8%	
Male 13.60		Male 13.25			
Female 13.60		Female 13.30			
Difference 0%		Difference -0.3%			