

Gender Pay Gap Reporting Information (2025)

Our current **median gender pay gap** in the UK is **-12.5%**, representing a significant improvement from 0.6% in 2024.

By comparison, the Office for National Statistics (ONS) reported a UK-wide median gender pay gap of **13.1%** in 2024. (2025 data is expected to be released in October 2025.)

Our **median bonus pay gap** is now **0.3%**, down from 11.5% in 2024.

In terms of bonus distribution, **70%** of all employees received a bonus during this period – **66%** of male employees and **79%** of female employees.

Andrew Dutton, CEO said: "I'm proud to share that our latest Gender Pay Gap Report reflects a workplace where women are, on average, paid more than men across the majority of reportable categories.

Our headline figures compare favourably to the national trend, highlighting the progress we've made in supporting female progression, particularly into senior and specialist roles where representation has historically been lower.

This outcome is a positive reflection of our efforts to build a fair and equitable culture, where talent is recognised and rewarded regardless of gender.

At the same time, true equity is about balance, opportunity, and inclusion for all. We remain committed to ensuring every colleague, regardless of gender, has equal access to development, progression, and reward.

We will continue to monitor our practices closely, invest in career growth at all levels, and ensure our approach to pay and opportunity remains inclusive, transparent, and fair."

AT THE SNAPSHOT DATE OF 5 APRIL 2025

TOTAL UK BASED WORKFORCE



75%
MALE



25%
FEMALE



-26.4%
MEAN

-12.5%
MEDIAN

THE PROPORTION OF MEN AND WOMEN IN EACH QUARTILE:

QUARTILE	LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
MALES	77%	75%	75%	71%
FEMALES	23%	25%	25%	29%

BONUS

-223.4%
MEAN

0.3%
MEDIAN

THE PROPORTION OF PEOPLE RECEIVING A BONUS

66%
MALE

79%
FEMALE

I confirm that the data provided is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Dutton, CEO

*Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics