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GENDER PAY GAP ANALYSIS

Year ended 5 April 2025

Employee numbers as at 5 April 2025

Total Employees: 258

Male Employees: 207

Female Employees: 51

Number of women in top executive positions: 4 /17 (2024: 3/14)

Percentage of men and women in each hourly pay quarter	Men	Women
upper hourly pay quarter	79.7%	20.3%
upper middle hourly pay quarter	78.5%	21.5%
lower middle hourly pay quarter	79.7%	20.3%
lower hourly pay quarter	83.1%	16.9%
	80.2%	19.8%
Average (mean) and median gender pay gap using hourly pay		
Average (mean) gender pay gap using hourly pay	3.3%	
Median gender pay gap using hourly pay *	-8.3%	
Bonus pay gap		
Percentage of employees who received bonus pay	51.0%	47.3%
Average (mean) gender pay gap using bonus pay	60.3%	
Median gender pay gap using bonus pay *	-127.1%	

* negative figures show advantageous result for women

Headlines

Women are highly represented in the top three pay quarter

Women are under represented in the bottom pay quarter

The median pay gap and the media bonus pay gap show advantageous result for women

I hereby confirm that the above information is accurate.

JS Pelland

Director

Date: 30 March 2026

