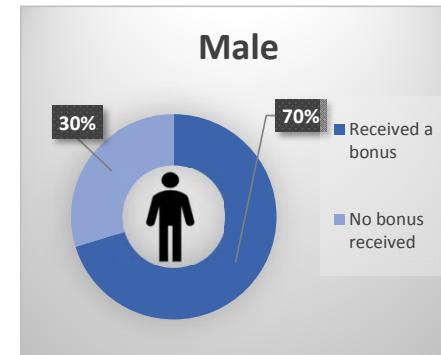
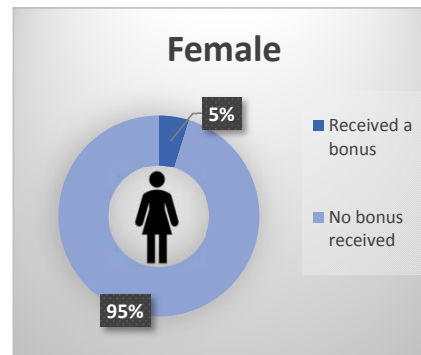


Gender pay and Bonus Gap

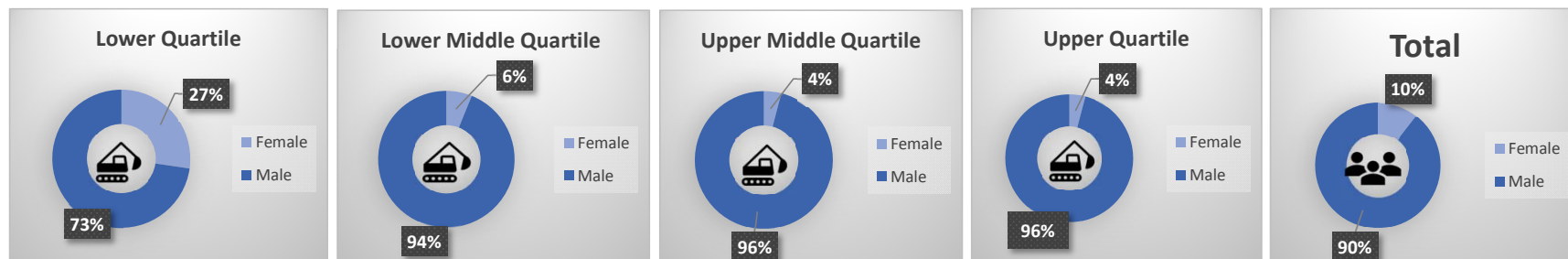
Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	29.6%	33.3%
Gender Bonus Gap	-3.3%	-17.9%

Proportion of employees receiving a bonus



Pay Quartiles

Proportion of male and female in each quartile, each quartile contains 98 or 99 employees



I confirm that the information reported in this statement is accurate.

Brian Reynolds
 Chief Executive Officer
 3rd April 2020