

Gender Pay Gap Report - - as at 05/04/2024

3rd April 2024

Measure	Percentage
1. Difference in hourly rate of pay - mean	-4.30
2. Difference in hourly rate of pay - medium	0.00
3. Difference in bonus pay - mean	2.74
4. Difference in bonus pay - medium	26.33
5.1. Percentage of employees who received bonus pay - Male	23.58
5.2. Percentage of employees who received bonus pay - Female	16.13
6.1. Employees in upper pay quartile - Male	54.31
6.2. Employees in upper pay quartile - Female	45.69
6.3. Employees in upper middle pay quartile - Male	43.81
6.4. Employees in upper middle pay quartile - Female	56.19
6.5. Employees in lower middle pay quartile - Male	36.16
6.6. Employees in lower middle pay quartile - Female	63.84
6.7. Employees in lower pay quartile - Male	37.62
6.8. Employees in lower pay quartile - Female	62.38



LILIA LAMBERTO

MANAGING DIRECTOR

17th April 2024