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| 1. MEAN GENDER PAY GAP - ORDINARY PAY: | 3.9% |
| 2. MEDIAN GENDER PAY GAP - ORDINARY PAY: | 0.8% |
| 3. MEAN GENDER PAY GAP - BONUS PAY: | 0% |
| 4. MEDIAN GENDER PAY GAP - BONUS PAY: | 0% |
| 5. THE PROPORTION OF MALE AND FEMALE EMPLOYEES PAID A BONUS IN THE 12 MONTHS: | MALE 0% FEMALE 0% |

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| 6. PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE: | |
| UPPER QUARTILE | MALE 54.2% FEMALE 45.8% |
| UPPER MIDDLE QUARTILE | MALE 48.6% FEMALE 51.4% |
| LOWER MIDDLE QUARTILE | MALE 62.5% FEMALE 37.5% |
| LOW QUARTILE | MALE 40.3% FEMALE 59.7% |