

## Gender Pay Gap Report 2025-26

**Snapshot Data:** 31 March 2025

### Proportion of male and female employees according to quarter pay bands:

|   | QUARTER 1<br>(LOWER) | QUARTER 2<br>(LOWER MIDDLE) | QUARTER 3<br>(UPPER MIDDLE) | QUARTER 4<br>(UPPER) |
|---|----------------------|-----------------------------|-----------------------------|----------------------|
| Male (% males to all employees in each quarter)     | <b>6%</b>            | <b>4%</b>                   | <b>8%</b>                   | <b>14%</b>           |
| Female (% females to all employees in each quarter) | <b>94%</b>           | <b>96%</b>                  | <b>92%</b>                  | <b>86%</b>           |

### Difference in mean and median hourly rates of pay:

|                                      | DIFFERENCE IN THE MEAN<br>HOURLY PAY | DIFFERENCE IN THE MEDIAN<br>HOURLY PAY |
|--------------------------------------|--------------------------------------|--|
| Pay gap. % difference male to female | 27.7% lower than men's               | 21.8% lower than men's                 |

**Proportion of male and female employees who were paid bonus pay** – no bonuses were paid

**Difference in mean and median bonus pay** – no bonuses were paid