

In accordance with The Equalities Act 2010, gender pay gap information, Regulation 2017, based on our internal information of 5 April 2023 we now publish our annual gender pay report.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April 2023.

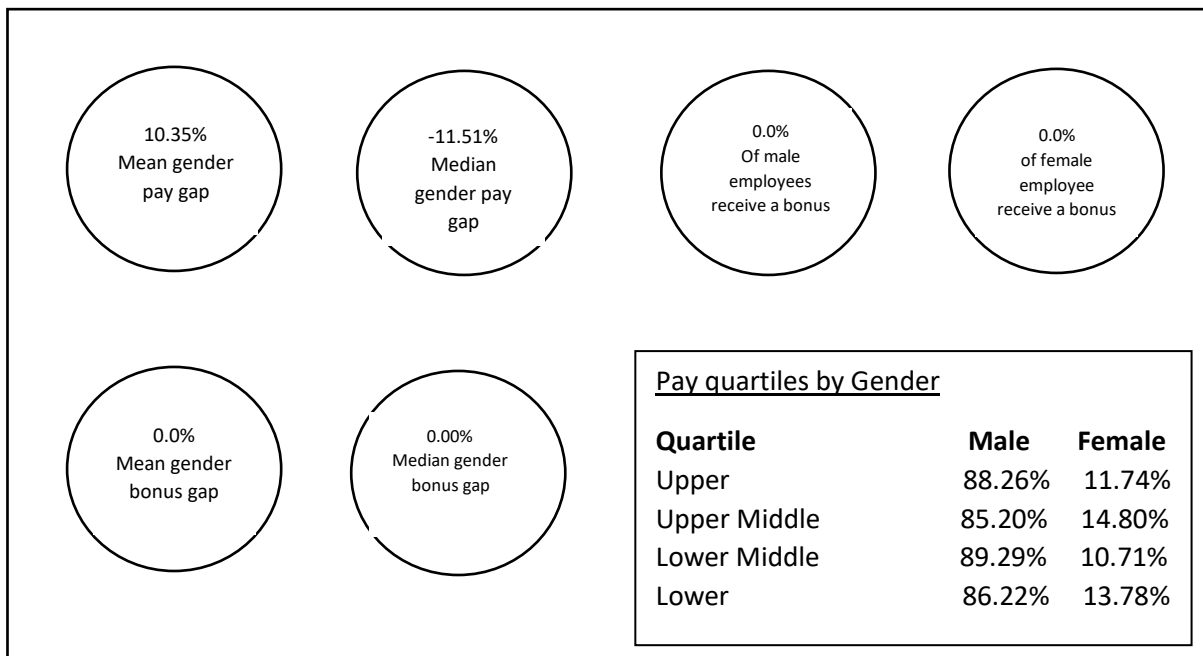
We can use these results to assess:

- the levels of gender equality across all the industries that our workplace crosses
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

We work with a number of recruitment agencies and across all of these agencies we adopt policies that that ensure employees are paid the same equally for work that is considered equally, we also ensure that the Agency Worker Regulations (AWR) are adhered to, which includes equal pay for equal work.

We will continue to apply our processes for equal pay and do not feel that our reported gap is not a reflection of paying male and women differently for equivalent work, but stems from the range of roles and industries we cover.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing payroll records. All employees can confirm and update their records if they choose to by contacting Sam Neill at our head office.



I confirm the above information is accurate.

N Hynes - Financial Director