

Gender Pay Gap Report 2025

Gender Pay Gap data measures the difference between the average earnings of all male and female team members, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

We recruit and develop the best talent across our business and we do not discriminate based on gender, focusing on appointing the right person for the job. Where this is appropriate, we promote from within.

Gender Pay Gap

Our mean gender pay gap is 10.36% and our median gender pay gap is 0%, which is better than the national average median gender pay gap of 13.1% (National Office of Statistics' Annual Survey of Hours and Earnings 2024).

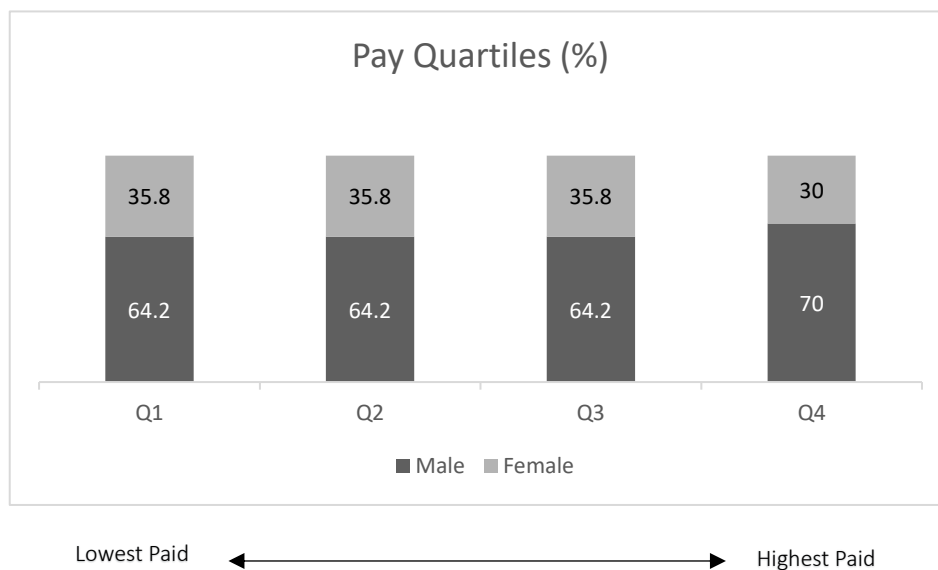
Our results are based on 323 team members (212 male and 111 female employees) and women represent 34.4% of the total workforce at the snapshot date.

Gender Bonus Gap

The proportion of men and women receiving a bonus is 13.2% and 12.6% respectively. Our mean bonus gap is 26.69% and the median bonus gap is 20.29%.

Pay Quartiles

We look at pay quartiles by splitting our teams into 4 groups based on the pay and looking at the proportion of men and women in each group, shown as percentages below.



Conclusion from Simon Dodd, Director

We work hard to manage our gender pay gap, while maintaining a diverse work force. We are very aware that everything we achieve, we do through our team.

Simon Dodd, Director