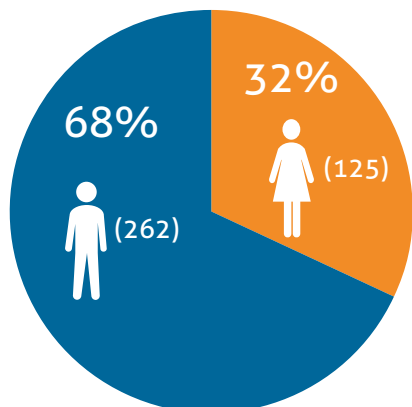
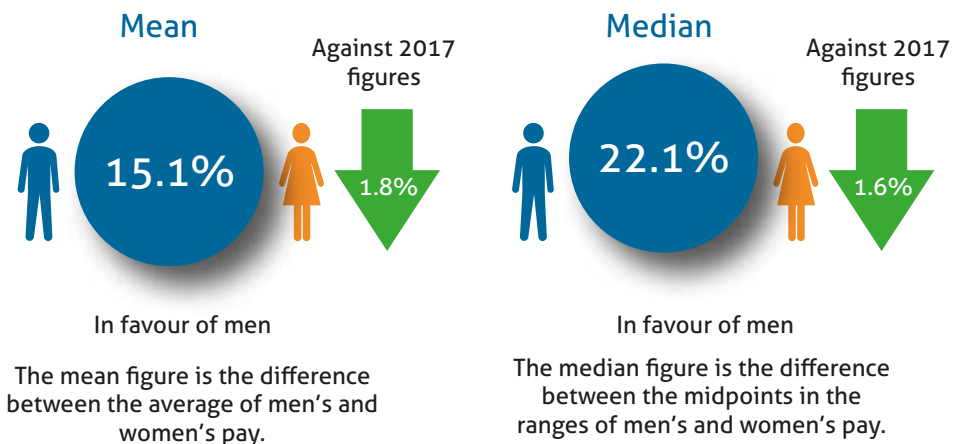


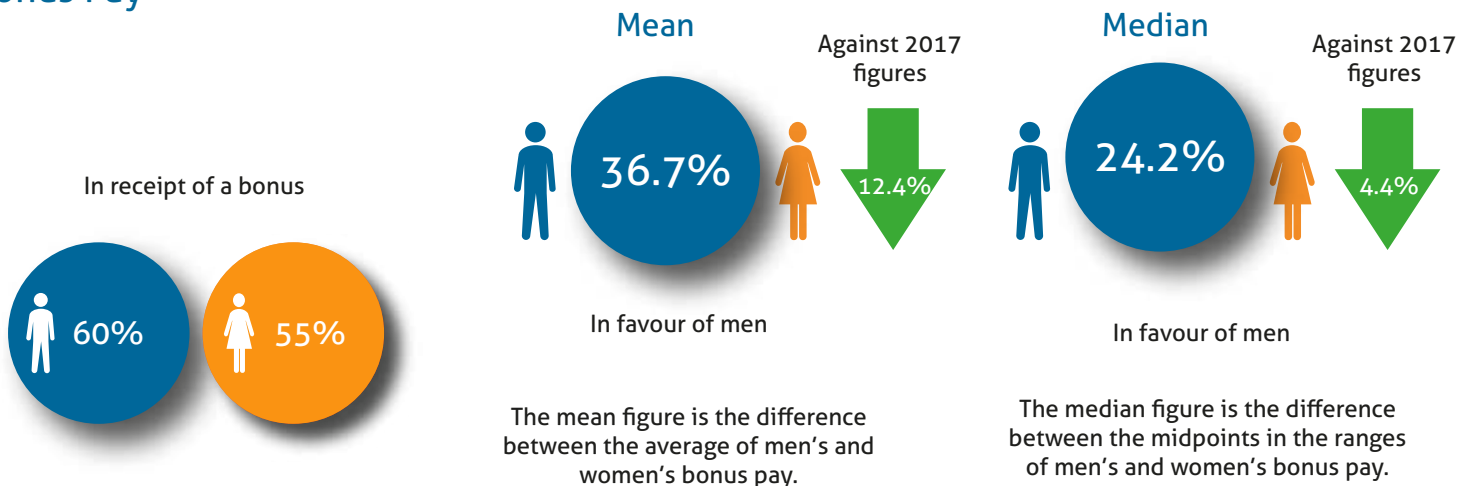
### Gender Split



### Hourly Rate

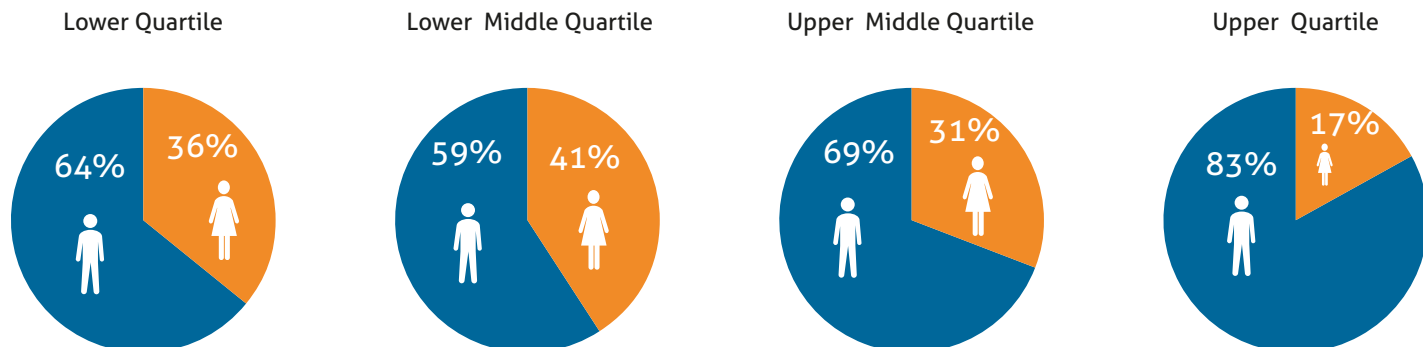


### Bonus Pay



### Quartiles

The quartiles show the proportion of males and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided these into 4 equal parts ('quartiles') and calculated the percentage of men and women in each of these quartiles.



Signed:

Sean Collins, Chief Executive Officer