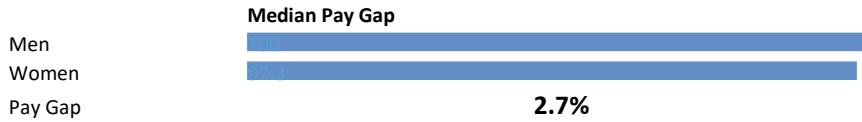
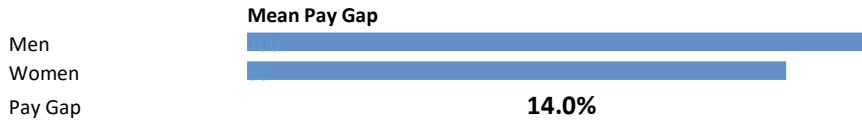


Gender Pay Gap Reporting

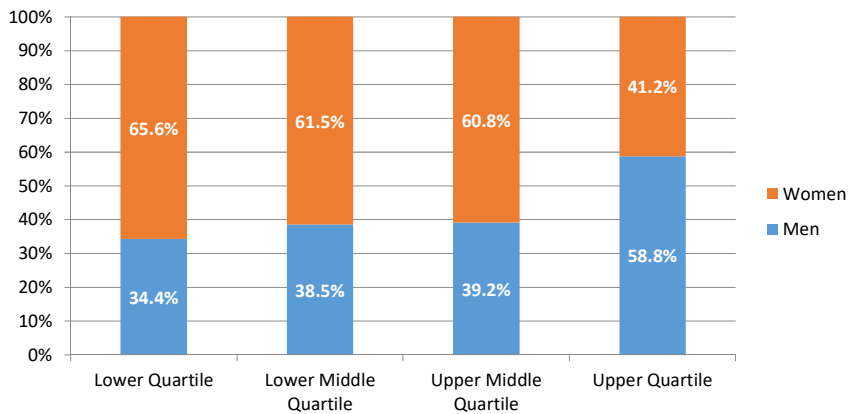
Snapshot date

5th April 2021

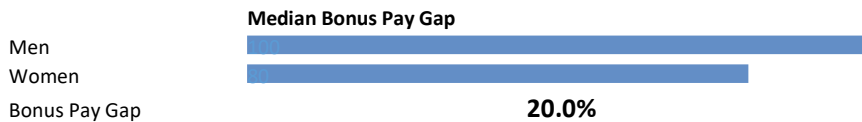
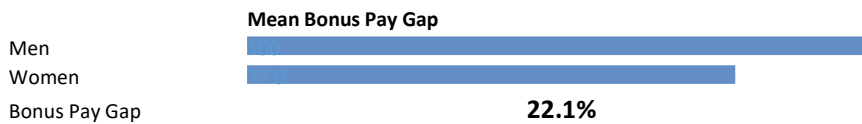
Pay Gap Results



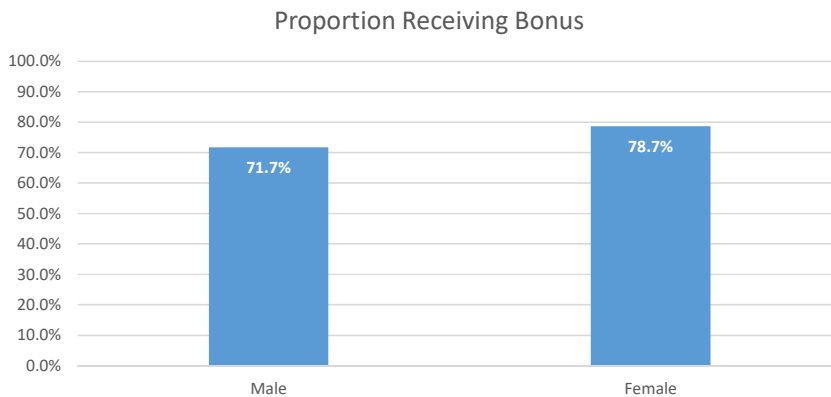
Pay Quartiles



Bonus Results



Proportion receiving Bonus



I confirm that the information provided in this report is accurate

Sarah Chadburn
Company Director