



Gender Pay Gap Report 2025

Snapshot Date:

30 June 2025

Reporting Period:

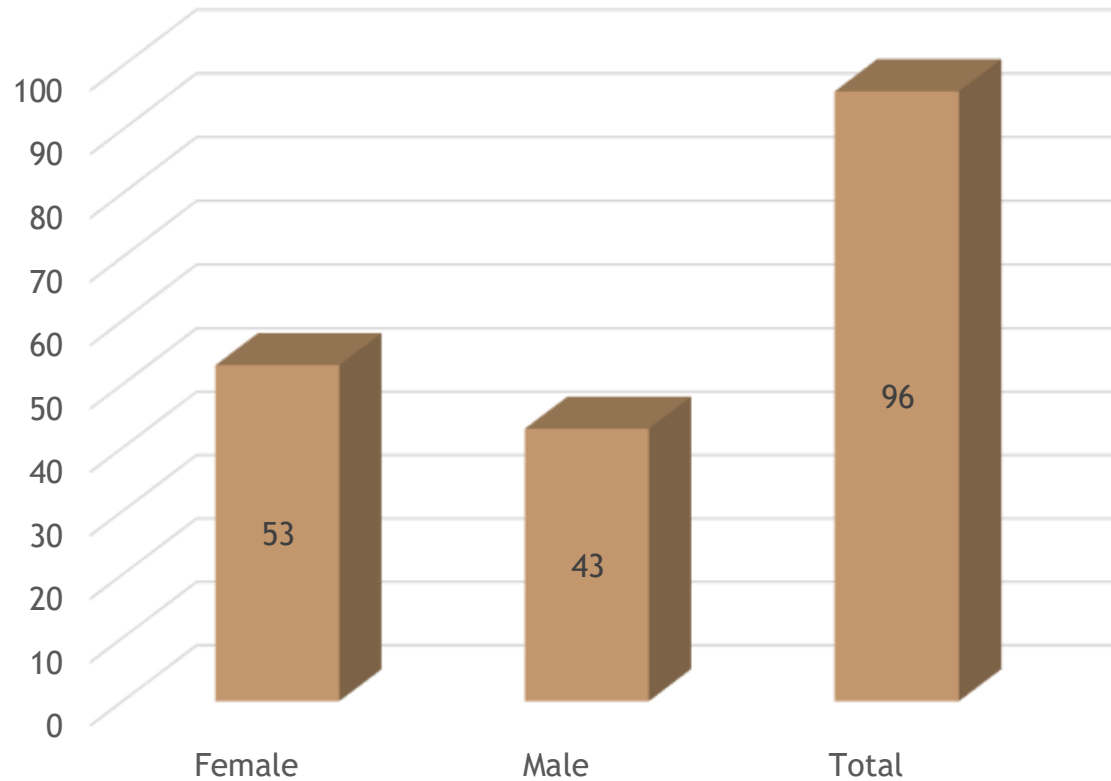
1 July 2024 to 30 June 2025

Reporting Date:

30 November 2025

Gender Breakdown

Number of Employees



Female Gender % 55%
Male Gender % 45%

Bonus

% Of Male & Female Employees who Received Bonuses

BONUS

The proportion of relevant employees* of the male gender who were paid bonus remuneration = 12%

Total number of males in workforce 43

The proportion of relevant employees* of the female gender who were paid bonus remuneration = 9%

Total number of females in workforce 53

* relevant employees of male or female gender are those in management positions who are eligible to receive a performance-related bonus, i.e. Heads of Department or Senior Managers.

Benefit In Kind

% Of Male & Female Employees who Received Benefit in Kind

Benefit In Kind

The proportion of relevant employees* of the male gender who received a benefit in kind = 95%

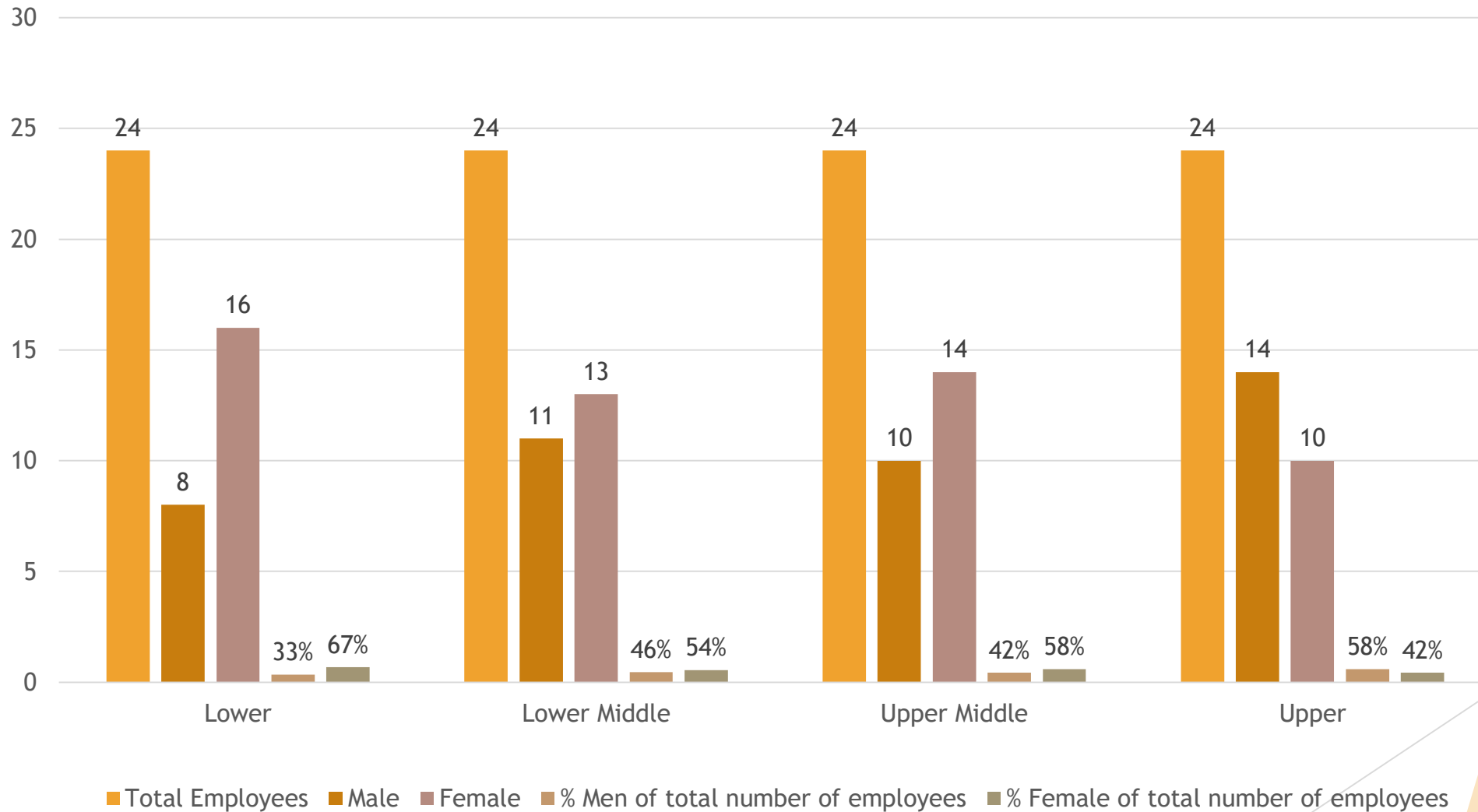
Total number of males in workforce 43

The proportion of relevant employees* of the female gender who received a benefit in kind = 91%

Total number of females in workforce 53

* relevant employees of male or female gender are those who were in employment during the Christmas period.

Gender pay gap by Quartiles



The difference between the mean hourly remuneration of all relevant employees of male gender in comparison to all relevant employees of female gender.

<u>All Employees</u>		<u>Part Time Employees</u>		<u>Employees receiving a bonus</u>	
Mean		Mean		Mean 38.33%	
Male 15.95		Male 14.11			
Female 15.38		Female 13.39			
Difference 3.59%		Difference 5.04%			
Median		Median		Median 31.15%	
Male 13.60		Male 13.37			
Female 13.38		Female 13.30			
Difference 1.62%		Difference 0.56%			