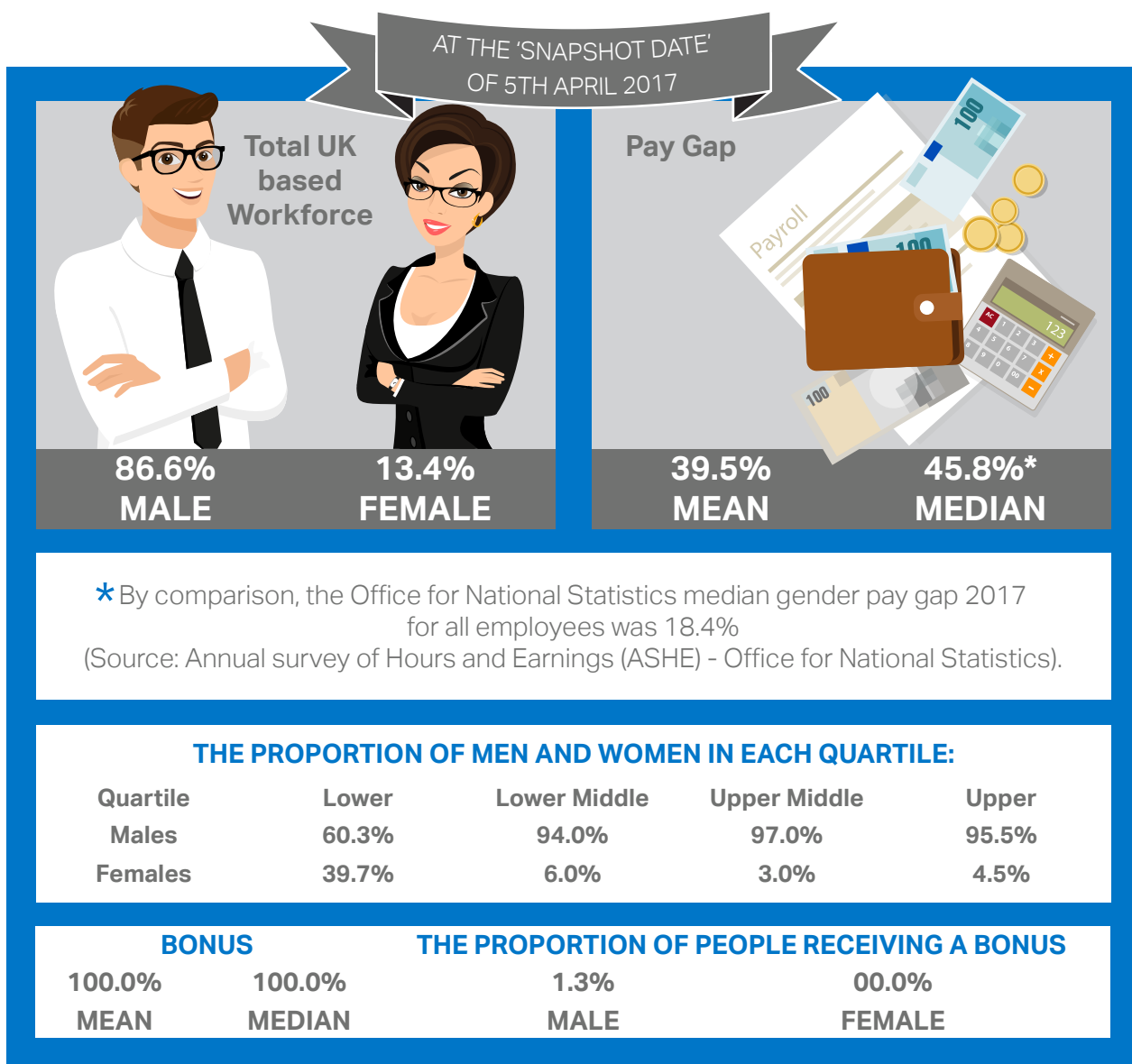


# Gender Pay Gap Reporting Information

Gender Pay Gap legislation was introduced in April 2017 and requires UK companies with 250 or more employees to publish specific gender pay gap information for their UK workforce by April 2018.

The gender pay gap should not be confused with equal pay; equal pay concerns pay differences between men and women who carry out the same role or work of equal value, whereas the gender pay gap takes into account all roles and is the difference between the average (specifically the mean and median) earnings of men and women, expressed as a percentage of men's earnings.



I confirm that the data provided is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mark Handford  
CEO