

OUR GENDER PAY GAP RESULTS

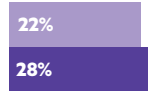
Our Gender Pay Gap report relates to the financial year up to April 2019. Overall our mean gender pay gap continues to reduce and is now at 28% for the UK and 22% globally but we continue to work on this. Our UK median pay gap has reduced significantly from 22% in 2018 to 10% in 2019.

Our Bonus Gap also continues to reduce to 71% in 2019 in the UK and 55% globally (down from 61% in 2018). This gap is driven by many of our sales people who are more likely to be male but we will continue to work on improving this.

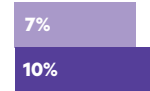
RECEIVED A BONUS **69%** OF MALES **60%** OF FEMALES

PAY GAP

MEAN (AVERAGE)

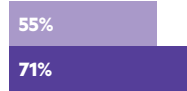


MEDIAN (MIDDLE)

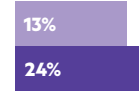


BONUS GAP

MEAN (AVERAGE)



MEDIAN (MIDDLE)

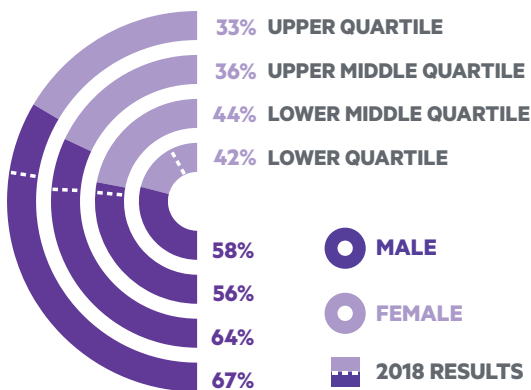


■ GLOBAL ■ UK

We have made improvements in our gender balance in the upper quartile in the UK, moving from 18% female in 2018 to 33% in 2019. Our global gender balance in the upper quartile has also improved

from 27% female in 2018 to 37% female in 2019. We will continue to work on improving the balance at all levels around the world.

UK QUARTILE EMPLOYEES



GLOBAL QUARTILE EMPLOYEES

