

OUR GENDER PAY GAP RESULTS

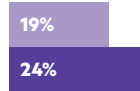
Our Gender Pay Gap report relates up to the financial year to April 2020. The Global and UK mean pay gaps have both continued to reduce from the prior year, to 19% mean gap globally, and 24% mean gap in the UK. We are pleased that the median has also reduced both globally and within the UK.

Bonus payments intended to be paid in March 2020 were deferred to later in 2020 due to Covid, so the only variable incentives paid were sales commissions. There is a heavy male gender skew in our sales teams around the world, which is shown in the variance of people receiving a bonus. We are continuing our work to source more senior female sales people.

RECEIVED A BONUS **38%** OF MALES **17%** OF FEMALES

PAY GAP

MEAN (AVERAGE)



MEDIAN (MIDDLE)



BONUS GAP

MEAN (AVERAGE)



MEDIAN (MIDDLE)

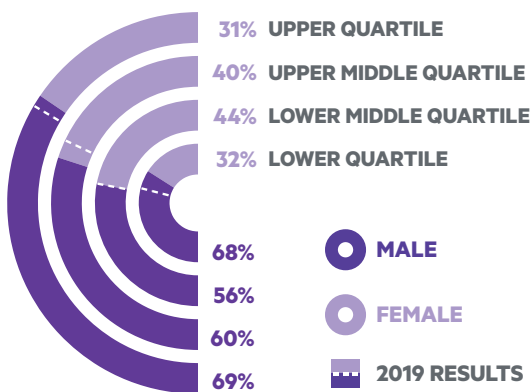


GLOBAL UK

The quartile data showing gender split within four quartiles globally has regrettably shifted slightly between 2019 and 2020 with a higher proportion of male to female, both globally and

within the UK but we are committed to continue working on achieving a better balance at all levels within our organisation.

UK QUARTILE EMPLOYEES



GLOBAL QUARTILE EMPLOYEES

