



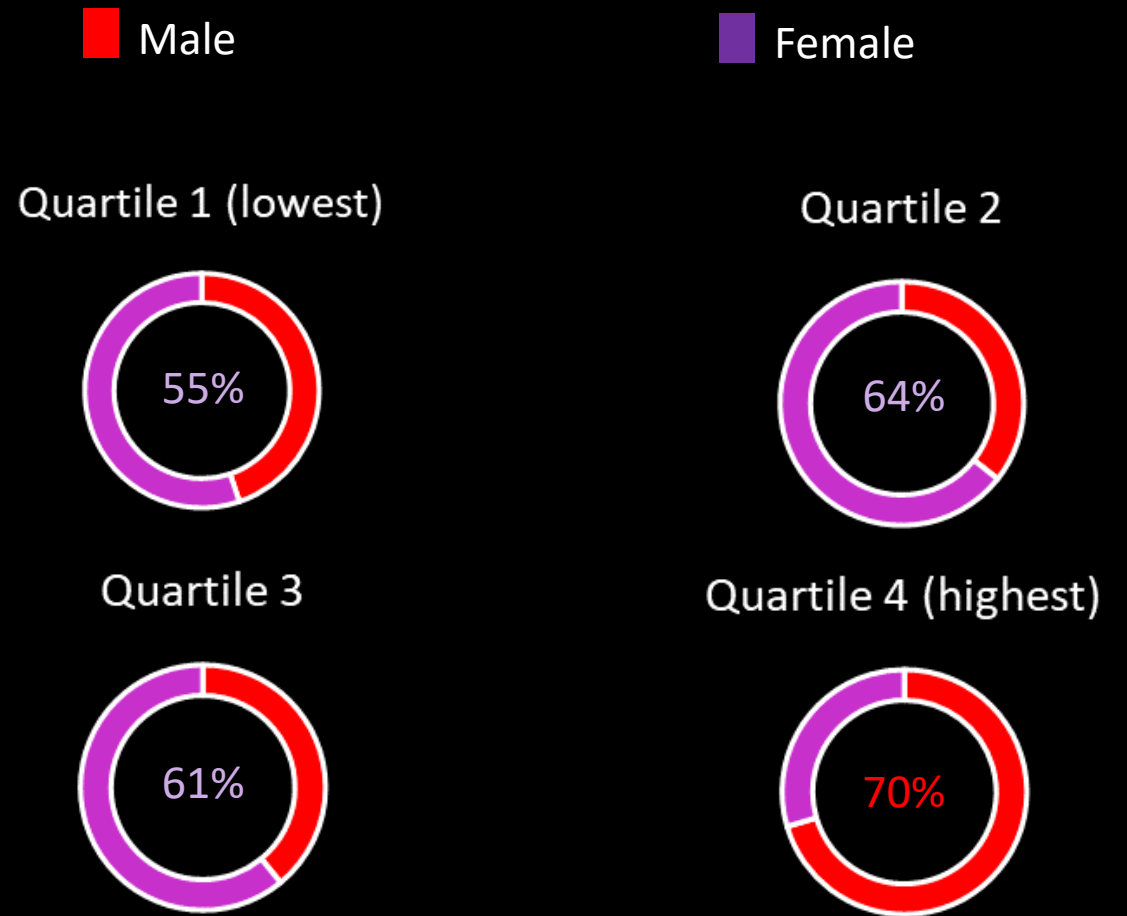
Gender Pay Reporting 2023

DIFFERENCE BETWEEN HOURLY EARNINGS FOR MEN AND WOMEN	
Mean	Median
25%	5%

DIFFERENCE BETWEEN INCENTIVES PAID TO MEN AND WOMEN	
Mean	Median
N/A *	N/A *

*No bonus payments were made in the relevant period

The charts below show the gender distribution at Upham when colleagues are placed in to four equally sized quartiles based on pay.



Proportion of Male and Female staff in quartiles