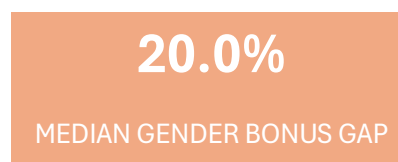
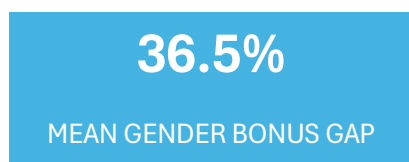
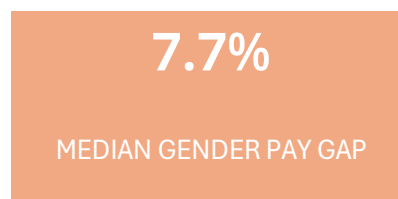


Gender Pay Gap Report 2024/25


Our results have been calculated using the required snapshot of 5th April 2024

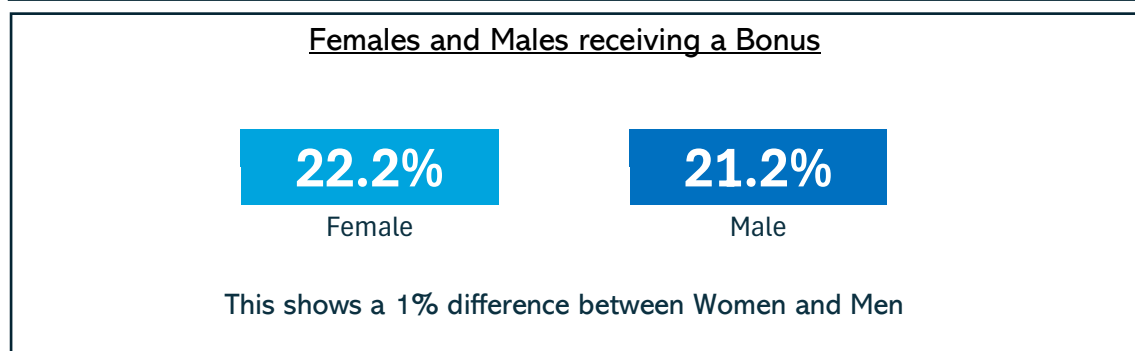
Out of 495 employees, 286 (57.7%) were Female and 209 were Male (42.3%)



Females and Males by Band (Quartile)

| | Q1 | Q2 | Q3 | Q4 |
|--------|-------|-------|-------|-------|
| Male | 29.0% | 43.2% | 40.7% | 56.1% |
| Female | 71.0% | 56.8% | 59.3% | 43.9% |

Lowest Pay  **Highest Pay**



NB: These numbers exclude Tronc which a large majority of the workforce receive.