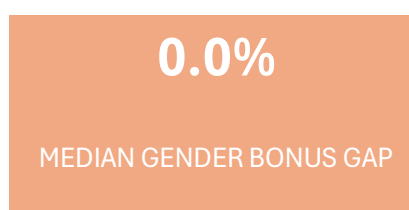
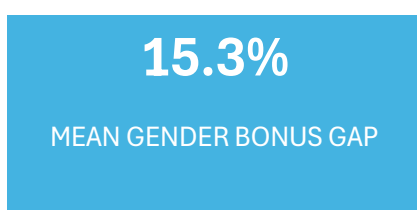
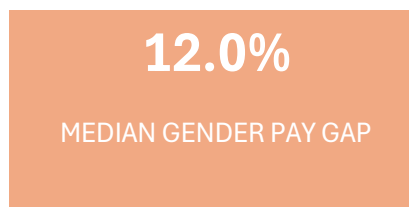




## Gender Pay Gap Report 2023/24

Our results have been calculated using the required snapshot of 5th April 2023

Out of 514 employees, 295 (57.4%) were Female and 219 were Male (42.6%)



### Females and Males by Band (Quartile)

|        | Q1    | Q2    | Q3    | Q4    |
|--------|-------|-------|-------|-------|
| Male   | 34.1% | 32.8% | 52.7% | 56.3% |
| Female | 65.9% | 67.2% | 47.3% | 43.8% |

LOWEST PAY HIGHEST PAY

■ Female ■ Male

### Females and Males receiving a bonus



This shows a 7% difference between Women and Men

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