



## Gender Pay Gap Report 2025

Mean Gender Pay Gap Hourly Rate	1.5%
Median Gender Pay Gap Hourly Rate	0.0%
Mean Gender Pay Gap Bonus	0.0%
Median Gender Pay Gap Bonus	0.0%

Proportion of colleagues	Male	Female
Receiving bonuses	0%	0%
Upper Quartile	30%	70%
Upper middle quartile	28%	72%
Lower middle quartile	28%	72%
Lower quartile	28%	72%

We have reviewed the gender pay gap and are pleased that it shows we treat all our colleagues fairly and equally. The small gap in Mean Gender Pay is due to the salary of employees in a specialist field.

Paul Marsh

Managing Director