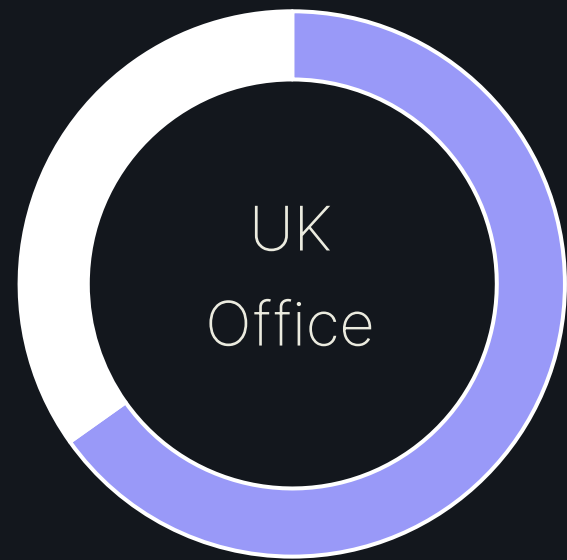


Gender Pay Gap Reporting - 2025



All Staff – Pay & Bonus Gap

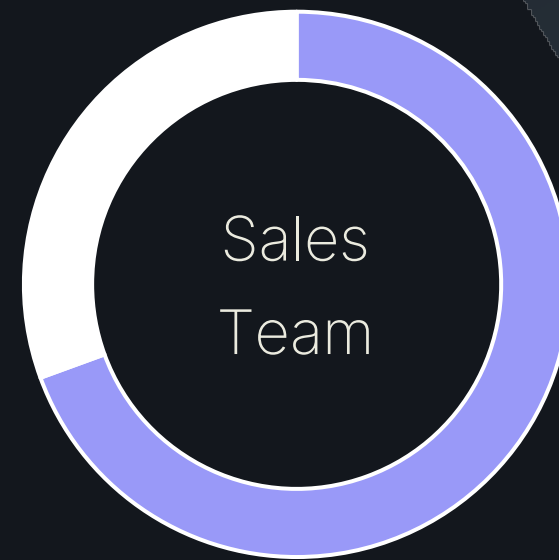
Gender Pay Gap	Gender Bonus Gap
Mean: 11.09%	Mean: 69.16%
Median: -5.55%	Median: 63.29%



426 Total Employees
272 Male | 154 Female

Sales – Pay & Bonus Gap

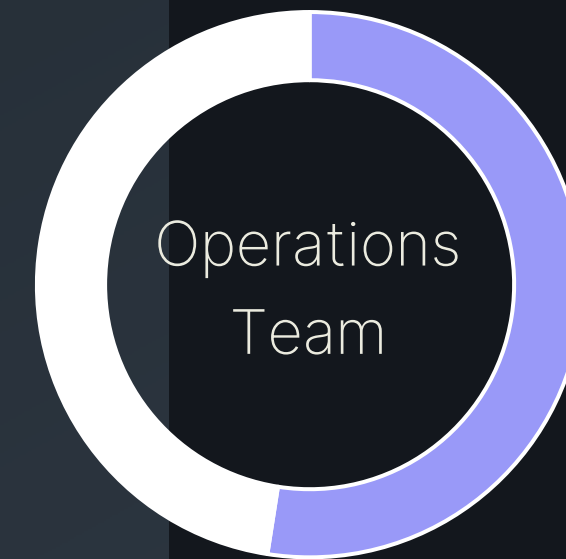
Gender Pay Gap	Gender Bonus Gap
Mean: 13.76%	Mean: 25.02%
Median: 3.57%	Median: 40.12%



322 Sales Employees
31.37% are Female

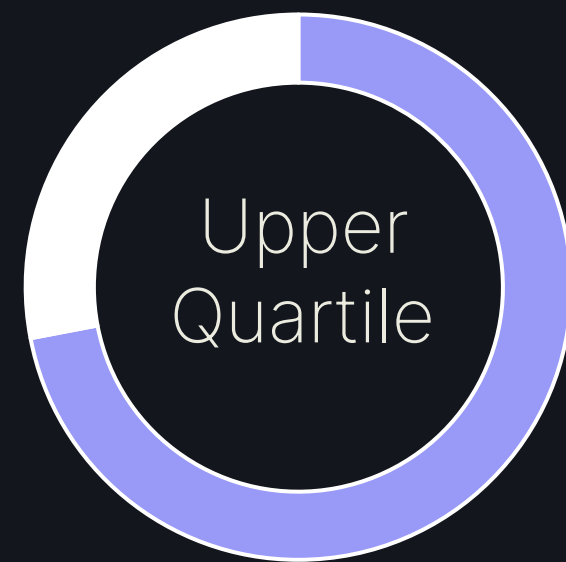
Operations – Pay & Bonus Gap

Gender Pay Gap	Gender Bonus Gap
Mean: 34.29%	Mean: 7.36%
Median: 23.33%	Median: 7.42%

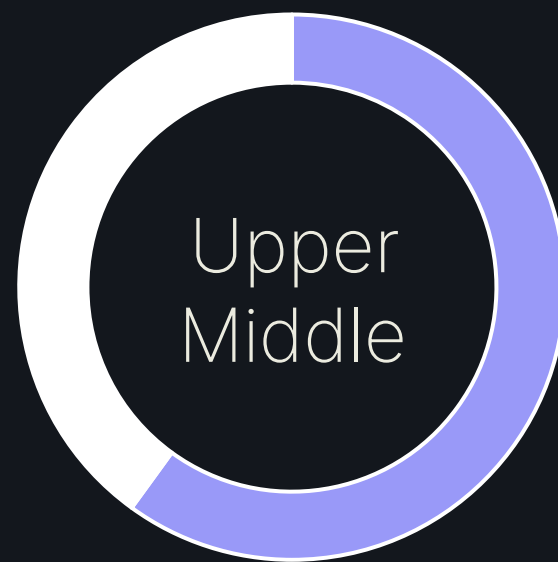


104 Operations Employees
50.96% are Female

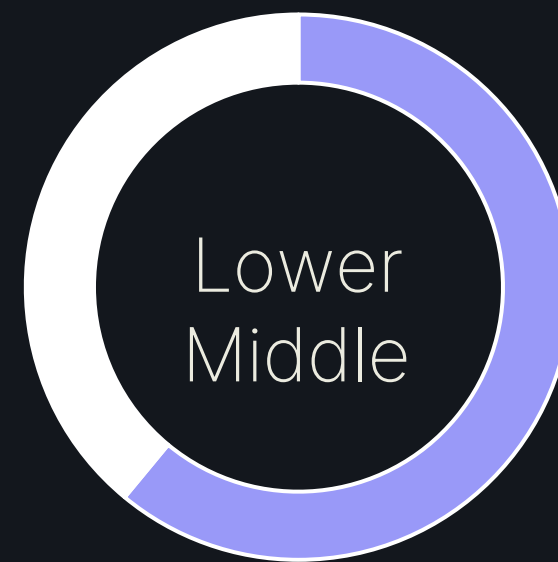
Proportion of male/female by quartile



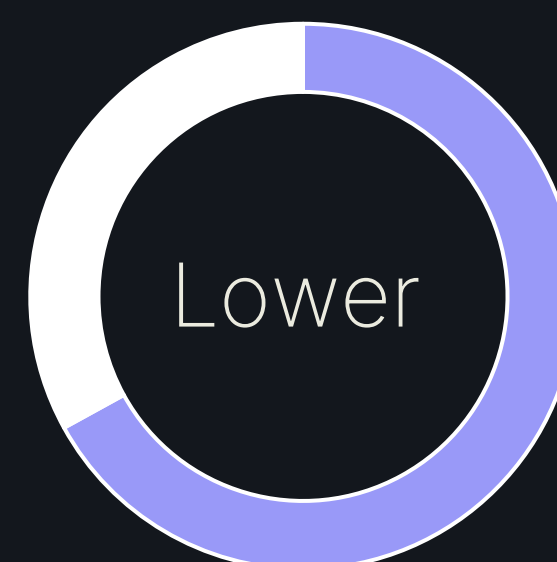
72% Male
28% Female



60% Male
40% Female



61% Male
39% Female



67% Male
33% Female