



Gender Pay Gap Report

Snapshot date: 5th April 2025 – figures relate to relevant employees employed on this date.

Headline Figures

Measure	Pay	Bonus
Mean gender gap	14.8%	35.5%
Median gender gap	4.8%	32.0%

Proportion Receiving a Bonus

	Men	Women
Received a bonus	31.9%	33.4%

Pay Quartiles (by hourly pay, lower to upper)

Quartile	Men	Women
Lower	25.4%	74.6%
Lower-middle	26.4%	73.6%
Upper-middle	33.1%	66.9%
Upper	32.0%	68.0%

Methodology

These figures are calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Pay figures relate to ordinary pay in the pay period covering 5th April 2025; bonus figures relate to the 12 months up to 5th April 2025. Figures cover all relevant employees employed on the snapshot date.

Declaration

I confirm that the data reported is accurate and has been calculated in line with the mandatory requirements.

William Le Clerc – Chief People Officer

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