

Gender Pay Gap Report 2023

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are calculated from the employee data as at the required Snapshot date of 5 April 2023. This data has been reported to the UK government and is published on their Gender Pay reporting service.

Mean Gender Pay Gap: <i>Mean difference in hourly rate of pay</i>	14.1%
Median Gender Pay Gap: <i>Median difference in hourly rate of pay</i>	10.9%
Mean Gender Bonus Gap: <i>Mean difference in bonus pay</i>	8.3%
Median Gender Bonus Gap: <i>Median difference in bonus pay</i>	0.0%
Proportion of staff receiving bonuses	
Males	11%
Females	13%

Gender % within each pay quartile:	<u>Male</u>	<u>Female</u>
Quartile - Upper	78%	22%
Quartile - Upper middle	88%	12%
Quartile - Lower middle	79%	21%
Quartile - Lower middle	68%	32%

I confirm Linecross Group Limited's gender pay calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations.

David Austin – Chairman and Financial Director