

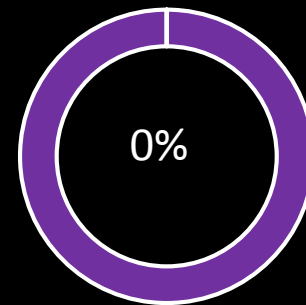


Gender Pay Reporting

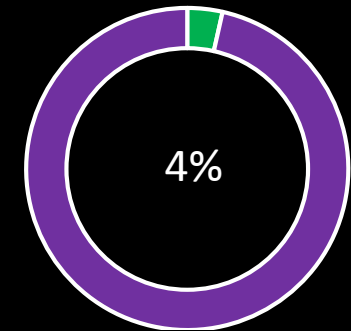
DIFFERENCE BETWEEN HOURLY EARNINGS FOR MEN AND WOMEN	
Mean	Median
9.78%	13.04%

DIFFERENCE BETWEEN INCENTIVES PAID TO MEN AND WOMEN	
Mean	Median
-100%	-100%

Males Who Received An Incentive



Females Who Received An Incentive



4% Difference

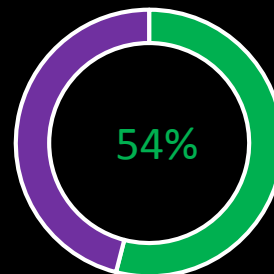
No Incentive
Incentive

No Incentive
Incentive

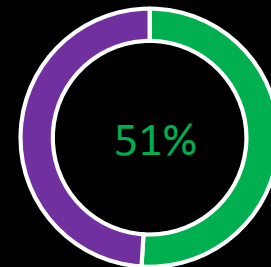
The charts below show the gender distribution at Upham when colleagues are placed in to four equally sized quartiles based on pay.

Male Female

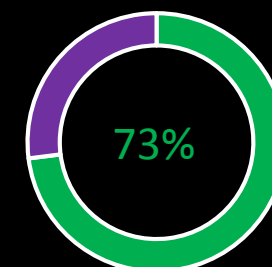
Quartile 1 (Lowest)



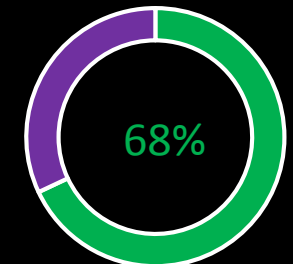
Quartile 2



Quartile 3



Quartile 4 (Highest)



Proportion of Male and Female staff in quartiles