

Apr-23		
Difference in hourly rate		
Woman's MEAN hourly rate	4.9% Higher	
Woman's MEDIAN hourly rate	0.0%	
Quartiles	Male	Female
Upper	88%	12%
Upper middle	87%	13%
Lower middle	89%	11%
Lower	87%	13%
Selected box of 1000-4999 workers		

Apr-22		
Difference in hourly rate		
Woman's MEAN hourly rate	1.7% Higher	
Woman's MEDIAN hourly rate	0.0%	
Quartiles	Male	Female
Upper	83%	17%
Upper middle	93%	7%
Lower middle	94%	6%
Lower	96%	4%
Selected box of 1000-4999 workers		

Apr-21		
Difference in hourly rate		
Woman's MEAN hourly rate	19.6% Higher	
Woman's MEDIAN hourly rate	0.0%	
Quartiles	Male	Female
Upper	83%	17%
Upper middle	92%	8%
Lower middle	93%	7%
Lower	85%	15%
Selected box of 1000-4999 workers		

Apr-20		
Difference in hourly rate		
Woman's MEAN hourly rate	0.3% Higher	
Woman's MEDIAN hourly rate	0.0%	
Quartiles	Male	Female
Upper	92%	8%
Upper middle	100%	0%
Lower middle	47%	53%
Lower	20%	80%
Selected box of 250-500 workers		

Apr-19	
N/A Covid	

Apr-18		
Difference in hourly rate		
Woman's MEAN hourly rate	8.4% Higher	
Woman's MEDIAN hourly rate	0.0%	
Quartiles	Male	Female
Upper	70%	30%
Upper middle	87%	13%
Lower middle	83%	17%
Lower	71%	29%

Apr-17		
Difference in hourly rate		
Woman's MEAN hourly rate	6.4% Higher	
Woman's MEDIAN hourly rate	0.0%	
Quartiles	Male	Female
Upper	62%	38%
Upper middle	77%	23%
Lower middle	75%	25%
Lower	69%	31%

<p>We confirm that NumberMill Limited's gender pay gap calculations have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Information Regulations 2017) and that the information in this statement is accurate.</p>

Louise Rayner

CEO

08/01/2024