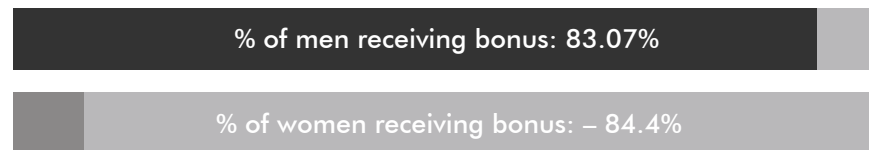


OLIVER BONAS

Gender 2023 Gap

Gender Bonus Gap (GBG)



Context

Both the mean and median bonus gap are being driven by the fact we have a large population of part-time female employees versus the number of part-time and full-time male employees, and our company bonus scheme is based on a set percentage of gross earnings.

We are confident that we offer equal pay for the same job regardless of whether a male or female fulfils the role.

Final Word:

Overall, we are confident that we offer equal pay for the same job regardless of whether a male or female fulfils the role.

Looking at our GPG figures over the years, excluding those skewed by the Furlough scheme during the Covid-19 pandemic (2020 and 2021) we are closing the gap within the constraints caused by the make-up of our teams.

