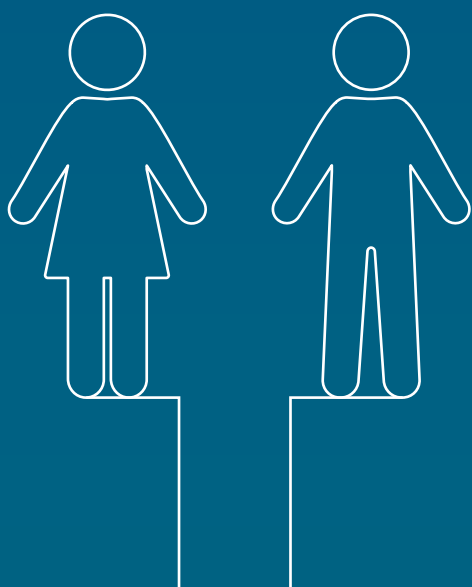


THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



OVERVIEW

Since April 2017, a total of 250,000 people have been vaccinated in the UK. The number of people vaccinated has increased significantly since the start of the vaccination programme. The number of people vaccinated has increased significantly since the start of the vaccination programme.



GENDER PAY GAP - THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

1 | Gender equality 2022

2022	2021 * (percentage)	
mean	1.1% (5.47% ▼)	
median	1.1% (9.63% ▼)	
mean	2.2% (7.43% ▼)	
median	20.00% (15.00% ▼)	
	3.3% (8.68%)	
	4.4% (8.72%)	

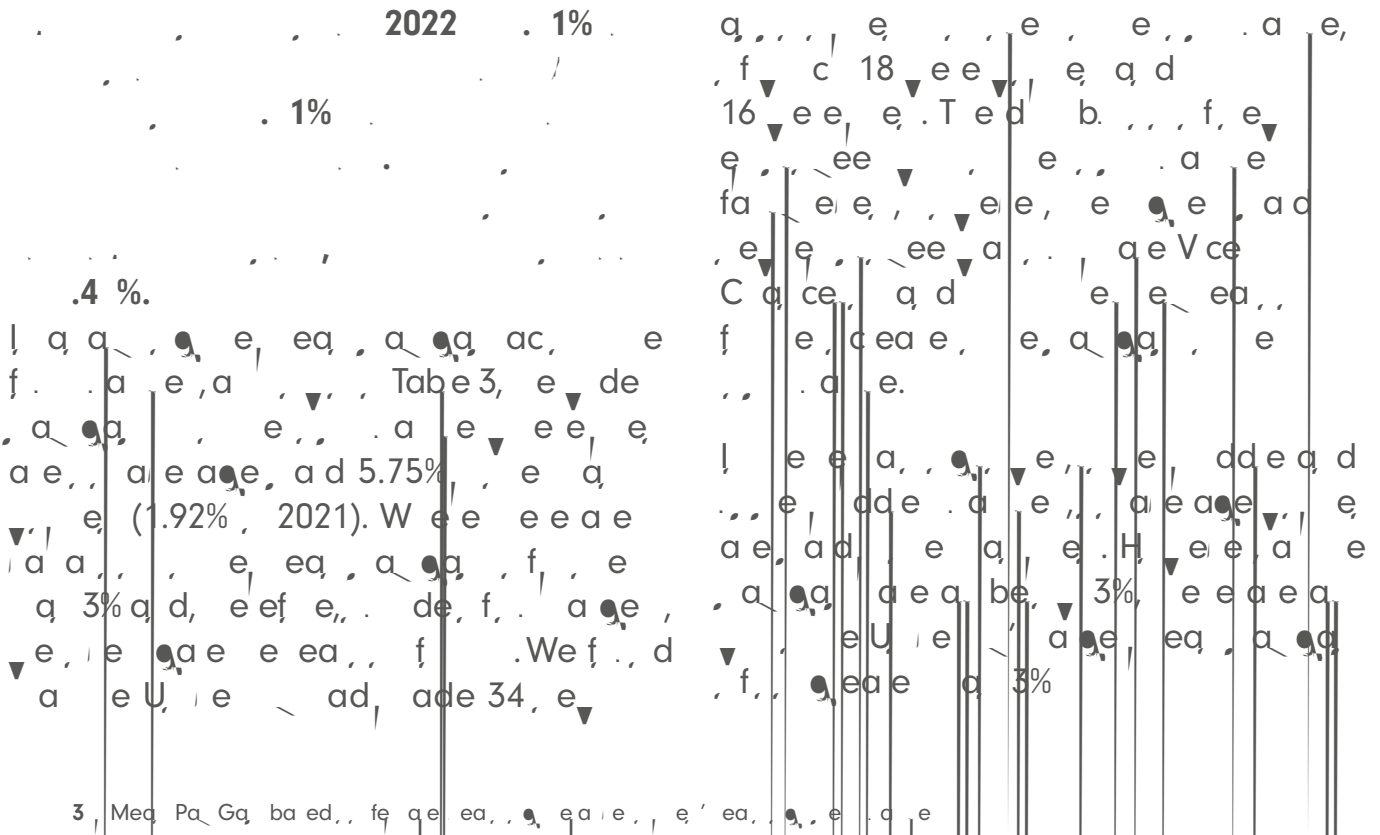
* Figures are based on 2021 gender equality data, based on the data provided by the companies.

Note: The percentage change is calculated based on the data provided by the companies, where the percentage change is calculated as follows: $\frac{\text{2022 value} - \text{2021 value}}{\text{2021 value}} \times 100\%$



THE PROPORTION

OUR DATA: THE MEAN PAY GAP



	2022	2021	2020	201	201	201
Total	2.59%	6.12%	1.34%	3.85%	0.11%	4.00%
Non-Executive Directors	1.54%	2.26%	2.84%	3.55%	0.78%	1.36%
Executive Directors	1.00%	0.52%	1.81%	1.01%	2.40%	1.88%
Other	5.75%	1.92%	5.97%	5.81%	10.19%	11.60%

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	2022	2021	2020	201	201	201
	4.1 %	. %	3.31%	3.08%	0.15%	2.91%
	2.3 %	4.00%	4.80%	5.42%	2.84%	3.94%
	0. %	0. %	2.31%	0.77%	3.33%	4.74%
	0.4 %	2. %	4.37%	4.78%	2.41%	2.28%

OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

The UK's gender pay gap has widened since the start of the COVID-19 pandemic. According to the latest data from the Office for National Statistics (ONS), the gender pay gap for FTSE 100 companies was 14.7% in 2021, up from 13.1% in 2020. This is a significant increase, particularly for women in senior roles. The gap is also wider for women in the private sector compared to the public sector. We are committed to addressing this gap and ensuring that all our employees are paid fairly for their work.

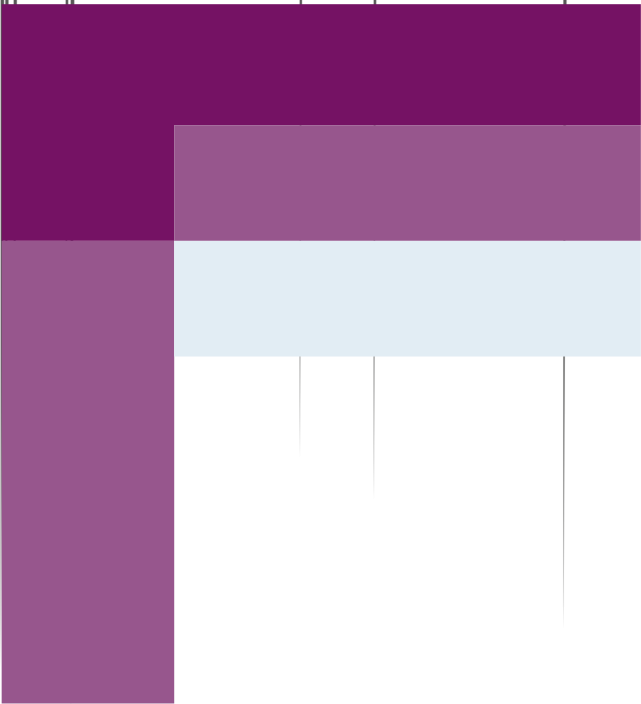
Our Gender Pay Gap Report for 2021, available on our website, provides a detailed breakdown of our pay data. We have set a target to reduce our gender pay gap to 10% by 2025. We will continue to work hard to achieve this target and ensure that all our employees are paid fairly for their work.



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