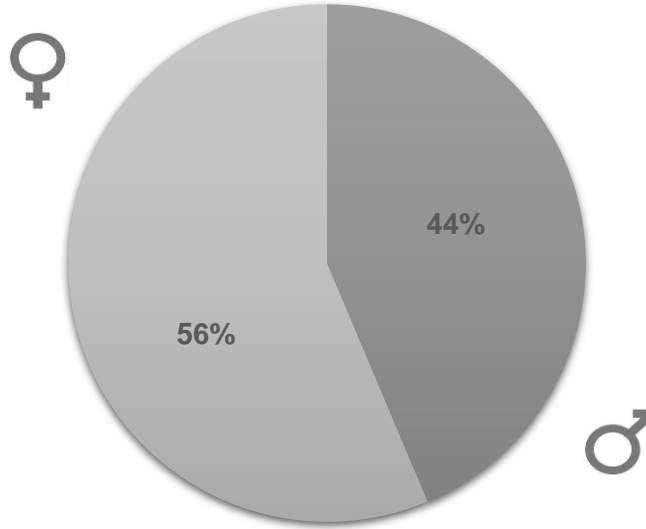


## 2020 Gender Pay Gap (GPG) Report

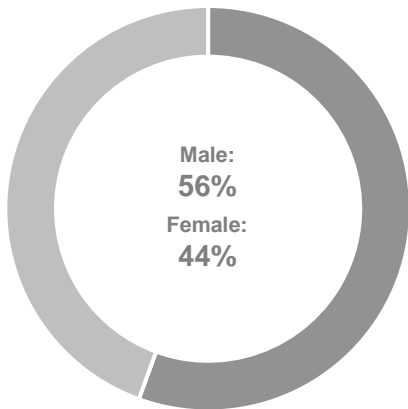
We are committed to maintaining a positive and inclusive working environment. This includes ensuring that individuals have equal access to jobs and that our colleagues are paid equally for carrying out the same or equivalent roles.



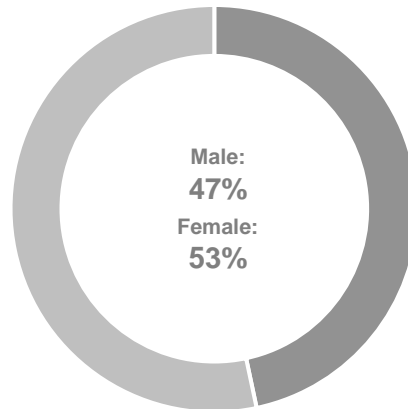
Mean: 6.40%, Median: 10.24%

The above image shows the proportion of our colleagues that identify as male and female and highlights the overall mean and median gender pay gap, as at the snapshot date of 5 April 2020, based on hourly rates of pay.

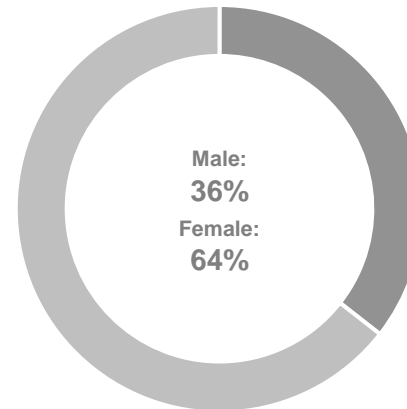
### UPPER



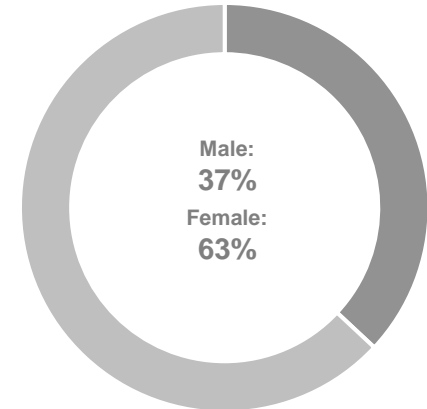
### UPPER MIDDLE



### LOWER MIDDLE



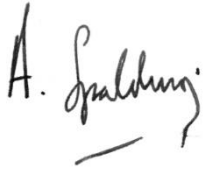
### LOWER



The above illustrates the proportion of our colleagues that identify as male and female across four quartiles of 45 - 46 individuals.

In the financial year ending March 2020, 3 males and 3 females received a bonus payment. The mean bonus gender pay gap is 87.65%, the median bonus gender pay gap is 0.00%.

I confirm the data reported is accurate:

A handwritten signature in black ink that reads "A. Spalding". The signature is written in a cursive style with a horizontal line underneath the name.

Alistair Spalding  
Artistic Director and Chief Executive  
April 2021