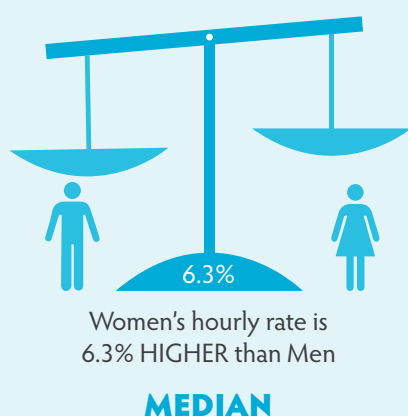
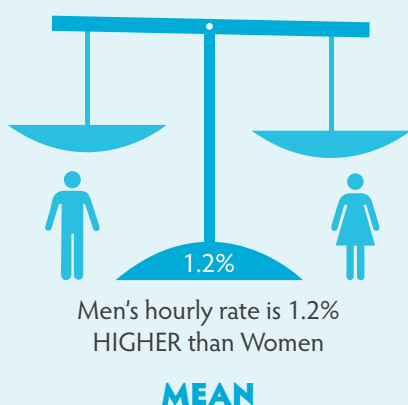


# SLL Gender Pay Report 2020

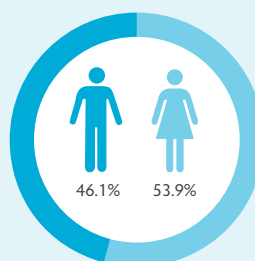
The gender gap is the difference between gross hourly earnings for all men and the gross hourly earnings for all women regardless of role or hours worked.

## Gender Pay Gap

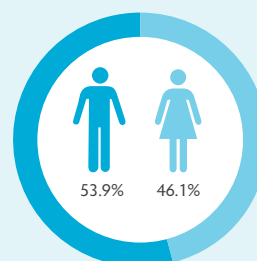


## Pay Quartiles

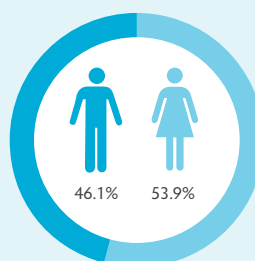
### 1. TOP QUARTILE %



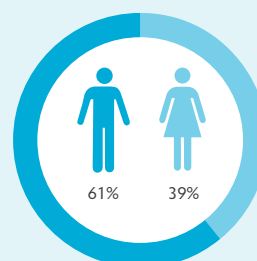
### 2. UPPER MIDDLE QUARTILE %



### 3. LOWER MIDDLE QUARTILE %



### 4. LOWER QUARTILE %



No bonus payments were made in 2021.

This year's reports shows a clear balance in the workforce in terms of the demographics and pay of our male and female workers, which is a pleasing result for SLL. We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). In order to ensure fairness we will carry out regular pay and benefits audits and to develop a balanced workforce representative of the communities it serves.

The data is accurate at the snapshot date of 5 April 2021 and is reported in line with UK government reporting regulations.

Richard Allan  
Chief Executive Officer