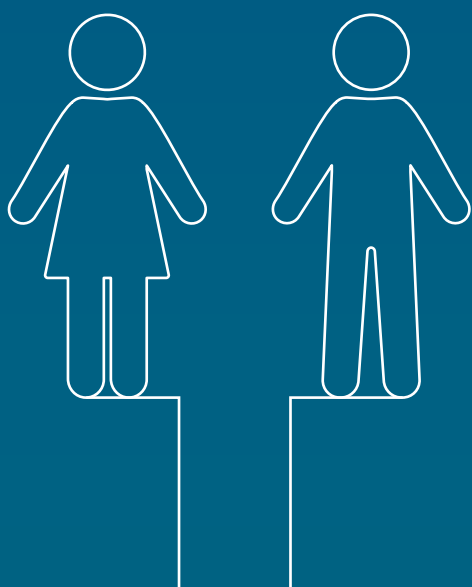


THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



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%)	

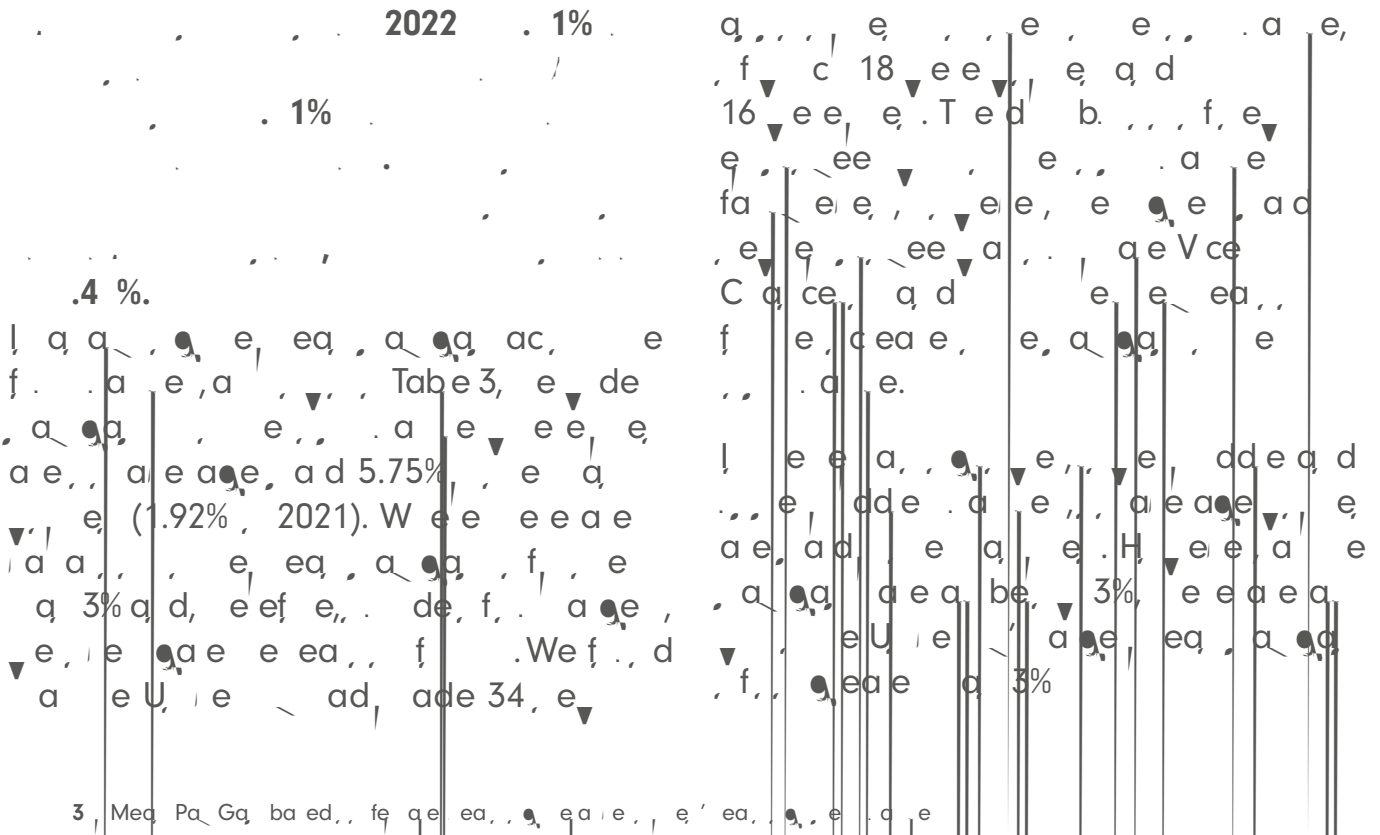
* Figures are based on 2021 gender equality data, based on the 2021 gender equality report.

Note: The percentage change in the gender pay gap is calculated as the percentage change in the gender pay gap percentage, based on the 2021 gender equality report.



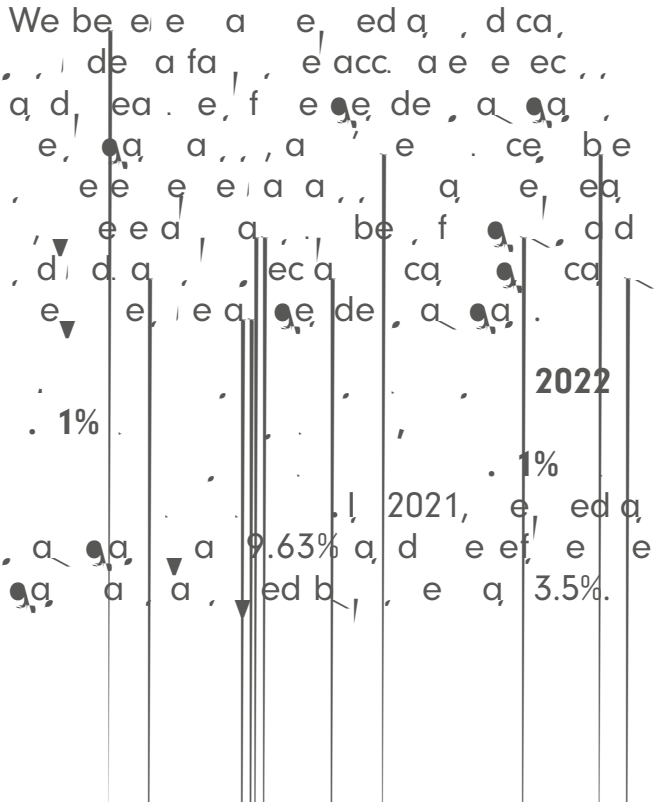
THE PROPORTION

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%

OUR DATA: THE MEDIAN PAY GAP



We are pleased to announce that the median pay gap for 2022 is 1%, a significant improvement from 9.63% in 2021. This achievement is a result of our commitment to pay transparency and fairness. We are proud to have achieved this milestone and will continue to work towards closing the gap further.

Table 4, which details the data for 2022, shows a 3% improvement in the median pay gap for women compared to men. This is a positive step towards achieving our goal of a 3% gap. We are committed to ensuring that all our employees are paid fairly and equitably.



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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 DATA: THE BONUS GAP

The U.S. average bonus for 2022 is 26.67% (7.43% for 2021). The average bonus for 2022 is 23.83% (2.84% for 2021). The average bonus for 2022 is 20.00% (15.00% for 2021). The average bonus for 2022 is 15.00% (8.68% for 2021). The average bonus for 2022 is 10.00% (4.65% for 2021).

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

The UK's gender pay gap has widened since 2017, with the average gender pay gap for FTSE 100 companies rising from 14.7% in 2017 to 15.1% in 2018. This is a significant increase, particularly as the gap has widened for all companies, not just those in the FTSE 100. The increase in the gender pay gap is a reflection of the fact that the gap has widened for all companies, not just those in the FTSE 100. The increase in the gender pay gap is a reflection of the fact that the gap has widened for all companies, not just those in the FTSE 100.

In our Gender Pay Gap Report 2017, we set out our commitment to closing the gender pay gap. We have since implemented a number of measures to address the gap, including the introduction of a gender pay gap action plan. We have also introduced a number of measures to address the gap, including the introduction of a number of measures to address the gap.

PROGRESS WITH FOUR KEY METRICS

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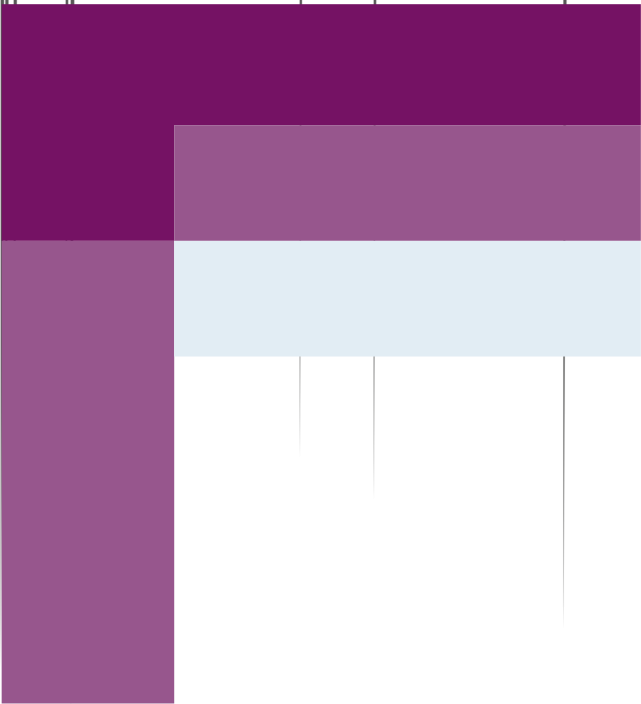
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