

## Our 2021 Gender Pay Gap Report

Northgate is committed to ensuring our workplace rewards everyone fairly for their efforts no matter what background, race or ethnicity, with men and women paid equally for equivalent roles across our business. Our gender pay gap reporting is strongly influenced by several roles where we employ significant numbers of people, but our aim is to provide an inclusive workplace and opportunities for all colleagues to develop their full potential.

### Pay Quartiles



### Pay and Bonus Gap

Difference between men and women

|       | Mean  | Median |
|-------|-------|--------|
| Pay   | 6.4%  | 9.9%   |
| Bonus | 11.8% | 22.2%  |

The table above shows the overall Northgate mean and median gender pay gap based on hourly rates of pay for the 'pay period' including the 5th April 2021. It also shows the mean and median difference between bonuses paid for performance during the year up to 5th April 2021 to men and women in the same period.

### Proportion of Colleagues Awarded a Bonus

