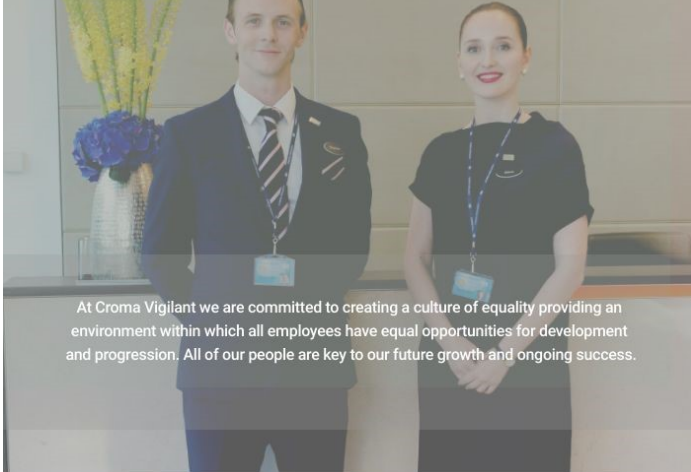


Croma Vigilant Gender pay gap report 2022/2023



At Croma Vigilant we are committed to creating a culture of equality providing an environment within which all employees have equal opportunities for development and progression. All of our people are key to our future growth and ongoing success.

Pay and Bonus Gap

The statutory reporting method indicates a very small pay gap in hourly pay rates and we are fully confident that men and women are paid equally for doing equivalent roles at Croma Vigilant.

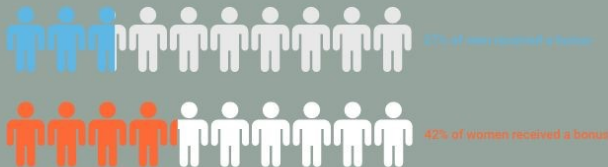
The table shows both our mean and median pay gap, for both hourly pay* and bonus**

| 2022 | Mean | Median |
|------------|--------|--------|
| Hourly Pay | 0.7% | 1.8% |
| Bonus | -39.2% | -81.8% |

*Hourly pay calculated as at 31st March 2022

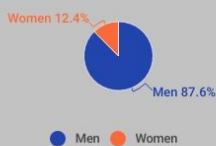
**Bonus pay gap calculated for the 12 month period up to 31st March 2022

Proportion of men and women receiving a bonus

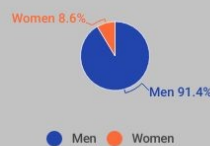


Pay Quartiles

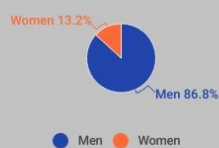
Upper Quartile



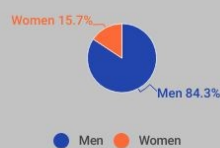
Upper Middle Quartile



Lower Quartile



Lower Middle Quartile



Conclusion

We are proud to report the gender pay gap is insignificant and that the bonus gap is due to a statistical anomaly in which the comparing data over a small population of female employees and a large population of male employees.