

our 2022 gender pay gap report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

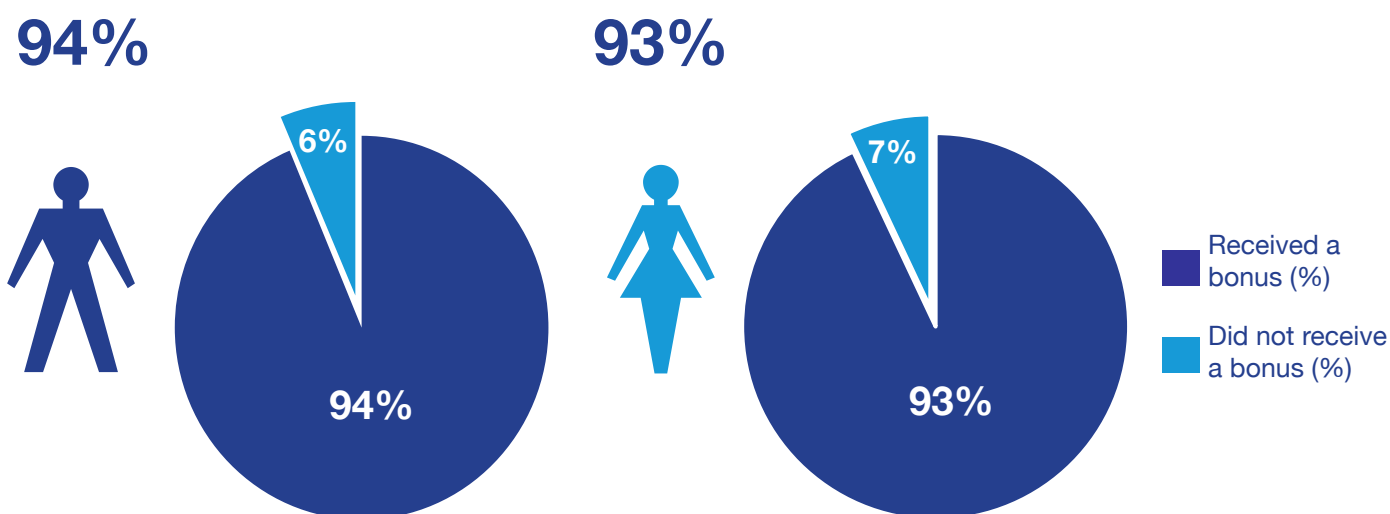
Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly fixed pay	19%	21%
Bonus paid	-45%	21%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2021). It also captures the mean and the median difference between bonuses paid to men and women at NMUK in the year up to 5th April 2021.

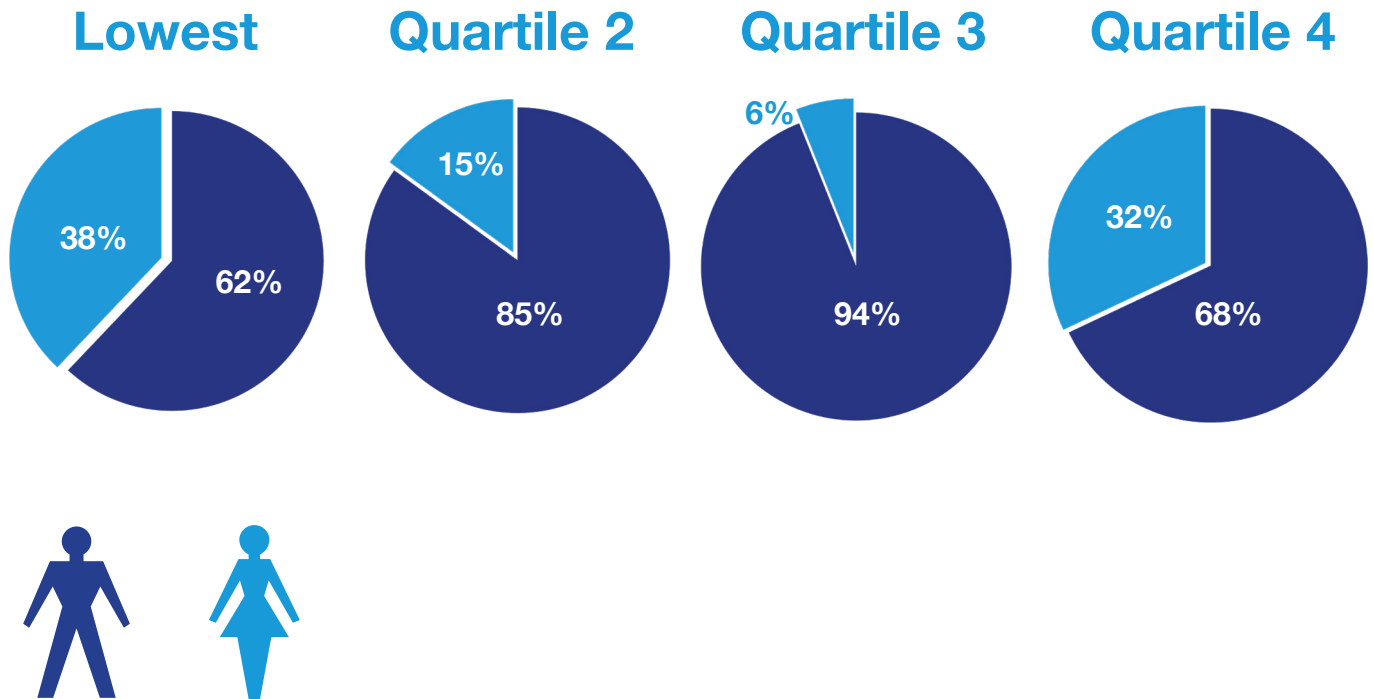
Proportion of colleagues awarded a bonus for 2020



This shows a **1%** difference between the number of men and women being paid a bonus for their performance in the reporting year.

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Pay Quartiles



The above image illustrates the gender distribution at NMUK across four equally sized quartiles.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

Our aim is to drive towards a 50:50 gender balance. Gender pay gap reporting brings further focus to our long standing commitment to improving gender diversity, a commitment that is at the core of our talent management and succession planning.

Steve Makaritis
Chief Financial Officer