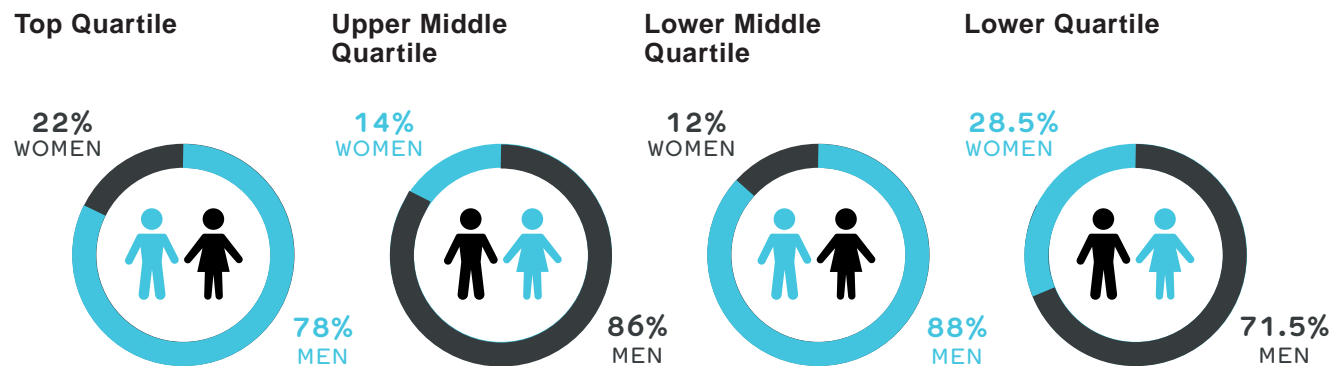


Gender Pay Gap Reporting 2020

Pay Quartiles

The charts below show the distribution of gender across four equal quartiles of pay from the lowest 25% of earners to the highest 25% of earners. For example the highest 25% of earners in our overall business consists of 22% female and 78% male. This shows that the largest percentages of women within Fortem fall within the lower pay quartile and upper pay quartile of roles within the business.



Proportion of employees awarded bonus in year 2020
 All employees have an equal opportunity to earn a bonus payment.

50p More
 ^



Women's bonus pay is

0.2% Lower (Mean)	49.8% Higher (Median)
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Women's hourly rate

6p Less
 v



2.5% Higher (Mean)	-6.1% Lower (Median)
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■ Women
 □ Men