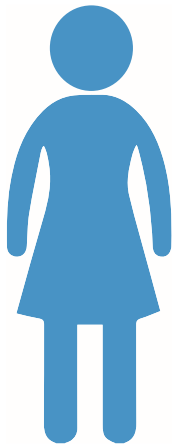
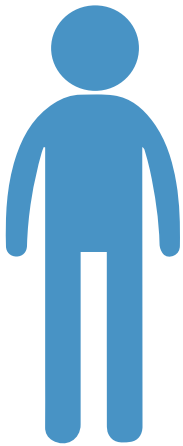


Gender Pay Gap Report 2020

From 6 April 2017 UK employers with more than 250 staff are required by law to publish their gender pay gap information in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands. These are Viewpoint's figures for 2020.



Mean Gender Pay Gap 5.4%

Median Gender Pay Gap 8.8%

Mean Bonus Gender Pay Gap 1.8%

Median Bonus Gender Pay Gap 0%

Proportion of Males and Females

Receiving a Bonus Payment Males 95.8%

Females 96.9%

Proportion of Males and Females in each Quartile

Q1	Male 29.2%
(lower)	Female 70.8%

Q2	Male 15.6%
(lower middle)	Female 84.4%

Q3	Male 23.4%
(upper middle)	Female 76.6%

Q4	Male 28.1%
(upper)	Female 71.9%