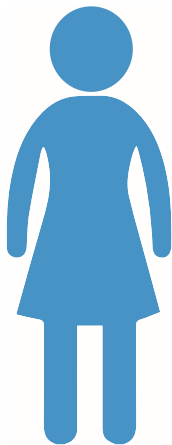
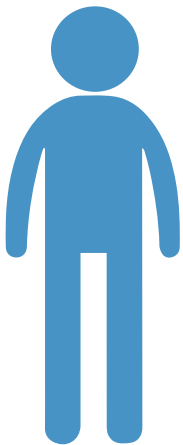


Gender Pay Gap Report 2021

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 2021 figures.



Mean Gender Pay Gap 3.4%

Median Gender Pay Gap -4.9%

Mean Bonus Gender Pay Gap 6.2%

Median Bonus Gender Pay Gap 0%

Proportion of Males and Females

Receiving a Bonus Payment Males 100%

Females 97.4%

Proportion of Males and Females in each Quartile

Q1	Male 26.1%
(lower)	Female 73.9%

Q2	Male 26.5%
(lower middle)	Female 73.5%

Q3	Male 19.1%
(upper middle)	Female 80.9%

Q4	Male 26.5%
(upper)	Female 73.5%