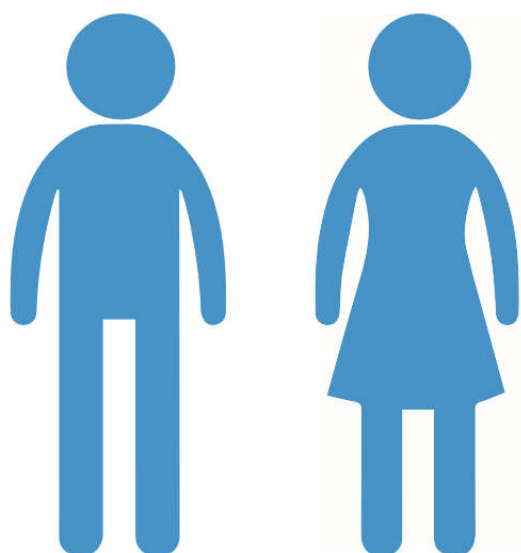


Gender Pay Gap Report 2022

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 2022 figures.



Mean Gender Pay Gap: 4.0%

Median Gender Pay Gap: 0.1%

Mean Bonus Gender Pay Gap: 0.0%

Median Bonus Gender Pay Gap: 0.0%

Proportion of Males and Females
Receiving a Bonus Payment:
Males 0.0% Females 0.0%

Proportion of Males and Females in each Quartile

Quartile 1 (lower)	Male	20.3%
	Female	79.7%
Quartile 2 (lower middle)	Male	32.8%
	Female	67.2%
Quartile 3 (upper middle)	Male	28.1%
	Female	71.9%
Quartile 4 (upper)	Male	29.7%
	Female	70.3%