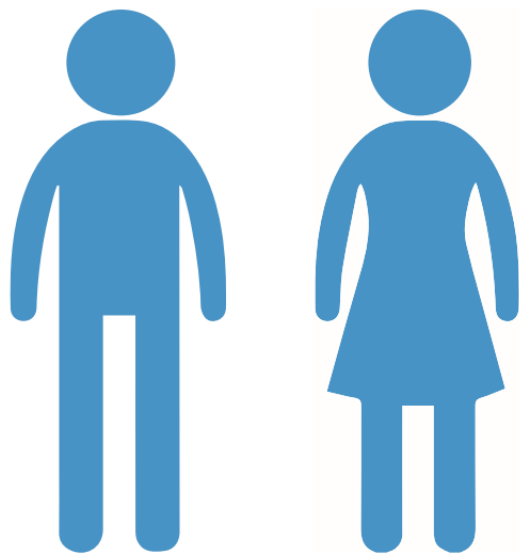


Gender Pay Gap Report 2024

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 2024 figures.



Mean Gender Pay Gap: -4.9%

Median Gender Pay Gap: -25.3%

Mean Bonus Gender Pay Gap: 0%

Median Bonus Gender Pay Gap: 0%

Proportion of Males and Females

Receiving a Bonus Payment:

Males 0% Females 0%

Proportion of Males and Females in each Quartile

Quartile 1 (lower)	Male	40.7%
	Female	59.3%

Quartile 2 (lower middle)	Male	22.2%
	Female	77.8%

Quartile 3 (upper middle)	Male	18.5%
	Female	81.5%

Quartile 4 (upper)	Male	22.2%
	Female	77.8%