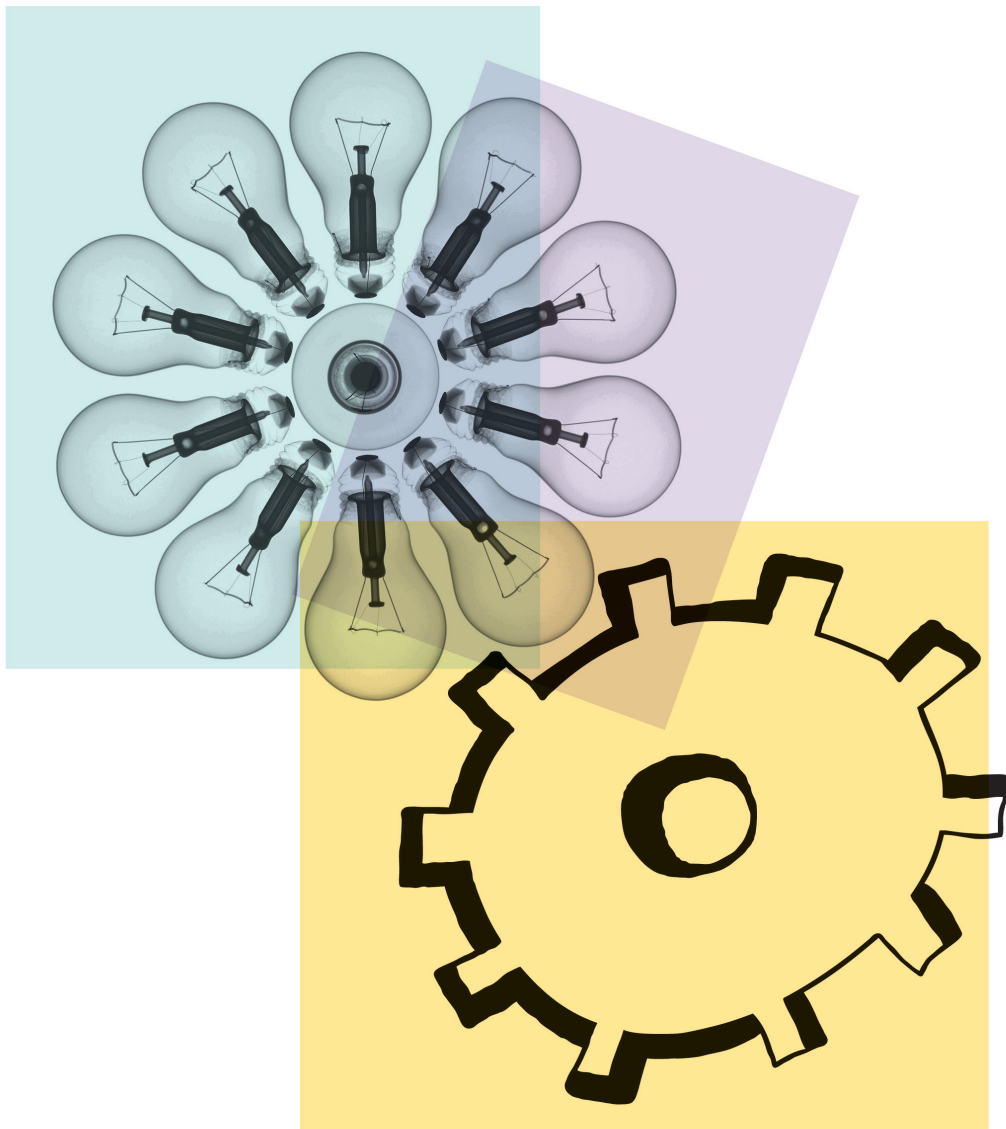


Statutory gender pay gap data 2022

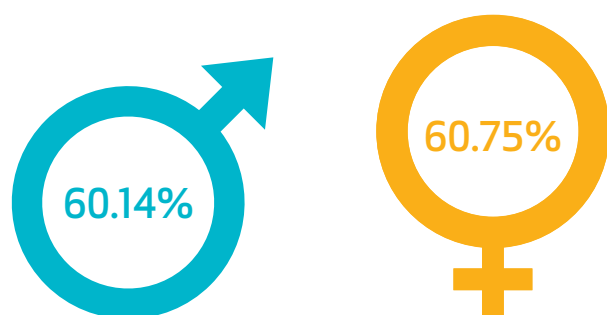


Capsticks' Statutory Gender Pay Gap data for 2022 – covering the period 1 May 2020 to 30 April 2021 – is detailed below. Please note the firm will be producing a more comprehensive analysis of its Gender and Ethnicity Pay Gap in May/June 2022, details of which will include data for the period up to and including 30 April 2022.

Gender pay and bonus gap

	Mean	Median
Gender pay gap	16.46%	15.15%
Gender bonus gap	39.10%	50.00%

The % of male and female employees who received a bonus



Proportion of men and women in each pay

	Lower quartile	Lower-middle quartile	Upper-middle quartile	Upper quartile
MALE	23.33%	25.62%	29.75%	37.19%
FEMALE	76.67%	74.38%	70.25%	62.81%

We confirm that the data reporting here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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