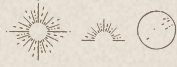


Gender Pay Gap Report



The figures reported below refer to the snapshot date of 5th April 2023.

PU Group has always been a company where people can flourish and progress regardless of their gender or background and we continue to offer, fair and equitable pay to all members of our teams.

Mean Gender Pay Gap 1.8%

Median Gender Pay Gap 0%

Proportions of females and males in each quartile band

Upper quartile female 40%

Upper quartile male 60%

Upper middle quartile female 41%

Upper middle male 59%

Lower middle quartile female 41%

Lower middle quartile male 59%

Lower quartile female 43%

Lower quartile male 57%

Mean Bonus Gender Pay Gap 11.5%

Median Bonus Gender Pay Gap 0%

Proportion of females and males receiving a Bonus payment

Proportion of females that received a bonus 12%

Proportion of males receiving a bonus 16%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I can confirm that the data published in this report is accurate.
Gemma Peel, Finance Director of Permanently Unique Group Limited