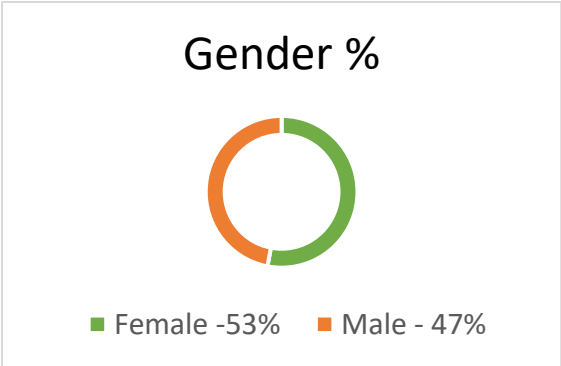


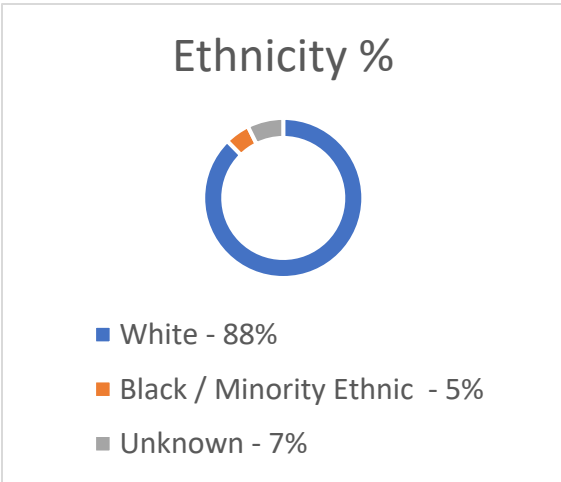
We've made a firm commitment to understand equality and diversity in our organisation and create an organisation that reflects the communities we serve. As part of our commitment and to ensure transparency, we publish our workforce diversity data.

We will continue to develop relevant policies and strategies to support our ED&I journey. The data below reflects our workforce data and was gathered in summer 2023.



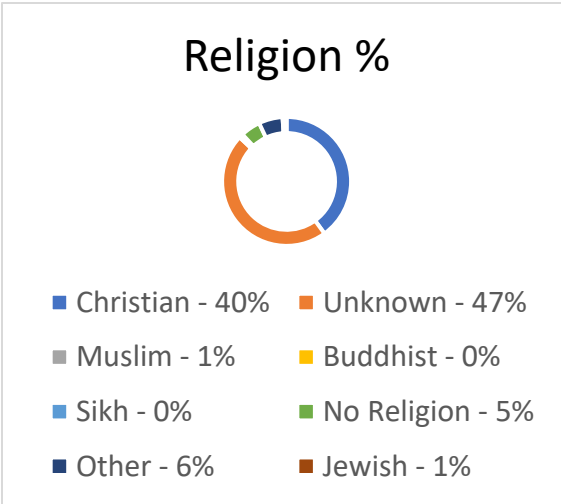
Area ONS Data

- 51%
- 49%



Area ONS Data

- 95%
- 5%
- 0%



Area ONS Data

- 52.05%
- 0.9%
- 39%
- 0.35%
- 6.6%
- 0.1%
- 0.9%
- 0.1%

Disability %



- Disabled - 6%
- Non-disabled - 36%
- Unknown - 58%

Area ONS Data

- 82.3%
- 17.7%
- 0%

Age %



- 16-24 years - 8%
- 25-34 years - 15%
- 35-44 years - 20%
- 45-54 years - 28%
- 55-64 years - 24%
- 65+ years - 5%

Area ONS Data

- 29%
- 17%
- 16%
- 13%
- 13%
- 12%

Sexual Orientation %



- Heterosexual - 52%
- Gay/Lesbian/Bisexual/other - 1%
- Prefer not to say - 2%
- Unknown - 45%

Area ONS Data

- 90.1%
- 7.45%
- 2.45%
- 0%