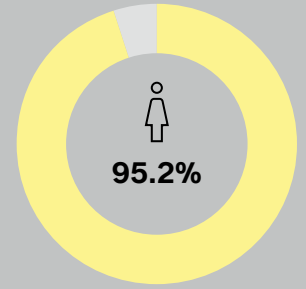
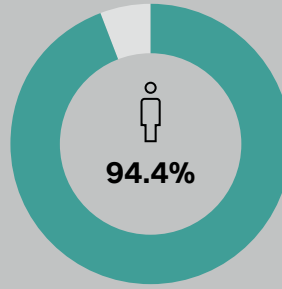
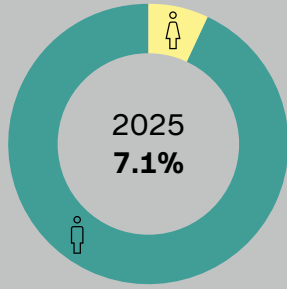
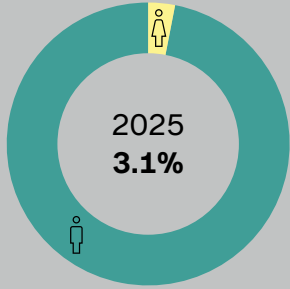


ATLAS UK GENDER PAY GAP



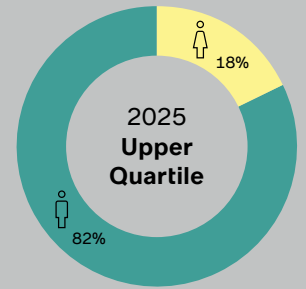
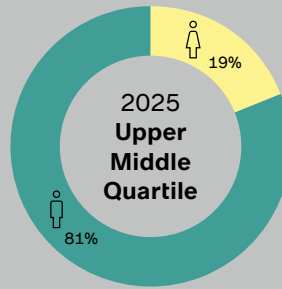
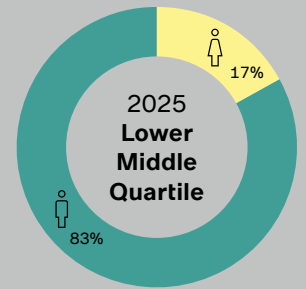
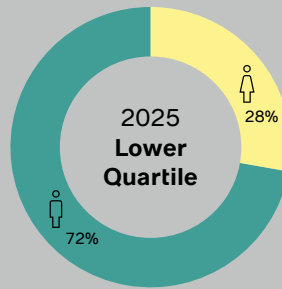
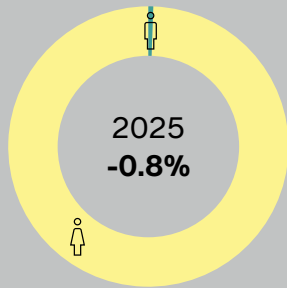
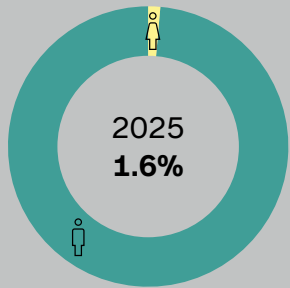
MEAN AND MEDIAN GENDER PAY GAP

The **mean gender pay gap** of 3.1% represents that, based on a mathematical average, women are paid 3.1% less than men, or that for every £1 men earn, women earn 96.9p.

The **median gender pay gap** shows that when the hourly rates of all men and women are sorted in ascending order, the hourly rates of men are 7.1% higher.

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

These figures reflect the relative proportions of men and women receiving a bonus in the preceding 12 months of the snapshot date.



MEAN AND MEDIAN BONUS GENDER PAY GAP

The **mean bonus gender pay gap** for this reporting period shows that, on average, women are paid 1.6% less bonus than men in the company.

The **median bonus gender pay gap** shows that when the bonus payments of all men and women are sorted in ascending order, women's bonus payments are 0.8% higher.

PROPORTION OF WOMEN AND MEN IN EACH QUARTILE

On 5th April 2025, ATLAS UK had 578 full-pay relevant employees, of which 460 (79.6%) were men and 118 (20.4%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles of 145 in the lower quartile and upper-middle quartile and 144 in the lower-middle quartile and upper quartile.

We confirm that the data reported is accurate as of the snapshot date 5 April 2025.

Claire Evans
Chief Financial Officer

Lisa Bowyer
Head of Human Resources