



GENDER PAY GAP REPORT – 5TH APRIL 2020

1. Mean Hourly Rate	8% Men's hourly rate higher	
2. Median Hourly Rate	0% Men's hourly rate higher	
3. Mean Bonus	47% Men's bonus higher	
4. Median Bonus	-16% Womens bonus higher	
5. Pay Quartiles	<u>Men</u>	<u>Women</u>
Upper Quartile	87%	13%
Upper Middle Quartile	77%	23%
Lower Middle Quartile	72%	28%
Lower Quartile	90%	10%
6. % of employees receiving a bonus	<u>Men</u>	<u>Women</u>
	77%	81%