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GENDER PAY GAP REPORT – 5TH APRIL 2021

1. Mean Hourly Rate	7% Men's hourly rate higher	
2. Median Hourly Rate	-3% Women's hourly rate higher	
3. Mean Bonus	60% Men's bonus higher	
4. Median Bonus	16% Men's bonus higher	
5. Pay Quartiles	<u>Men</u>	<u>Women</u>
Upper Quartile	87%	13%
Upper Middle Quartile	75%	25%
Lower Middle Quartile	82%	18%
Lower Quartile	86%	14%
6. % of employees receiving a bonus	<u>Men</u>	<u>Women</u>
	85%	85%