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GENDER PAY GAP REPORT – 5TH APRIL 2023

1. Mean Hourly Rate	Men's hourly rate higher	6%
2. Median Hourly Rate	Men's hourly rate higher	2%
3. Mean Bonus	Men's bonus higher	49%
4. Median Bonus	Women's bonus higher	-8%
5. Pay Quartiles	<u>Men</u>	<u>Women</u>
Upper Quartile	86%	14%
Upper Middle Quartile	78%	22%
Lower Middle Quartile	69%	31%
Lower Quartile	91%	9%
6. % of employees receiving a bonus	<u>Men</u>	<u>Women</u>
	98%	99%