

GENDER PAY GAP

SNAPSHOT TUESDAY, 5 APRIL 2022

1. MEAN GENDER PAY GAP - ORDINARY PAY:	20.3%
2. MEDIAN GENDER PAY GAP - ORDINARY PAY:	9.0%
3. MEAN GENDER PAY GAP - BONUS PAY:	80.5%
4. MEDIAN GENDER PAY GAP - BONUS PAY:	71.3%
5. THE PROPORTION OF MALE AND FEMALE EMPLOYEES PAID A BONUS IN THE 12 MONTHS:	MALE 2.4% FEMALE 0.8%

6. PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE:

UPPER QUARTILE	MALE 53.2% FEMALE 46.8%
UPPER MIDDLE QUARTILE	MALE 54.8% FEMALE 45.2%
LOWER MIDDLE QUARTILE	MALE 37.1% FEMALE 62.9%
LOW QUARTILE	MALE 59.0% FEMALE 41.0%