

# Gender Pay Gap Report

As at the snapshot date of 05/04/2019

## Pay and Bonus Gap

<p><b>Mean gender pay gap</b></p>	<p>the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</p>	<p>28.7 %</p>	
<p><b>Median gender pay gap</b></p>	<p>the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</p>	<p>5.4 %</p>	
<p><b>Mean bonus gap</b></p>	<p>the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees</p>	<p>75.0 %</p>	
<p><b>Median bonus gap</b></p>	<p>the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees</p>	<p>19.6 %</p>	
<p><b>Bonus proportions</b></p>	<p>the proportions of male and female relevant employees who were paid bonus pay during the relevant period</p>	<p>Male 84.0 %</p>	<p>Female 85.8 %</p>

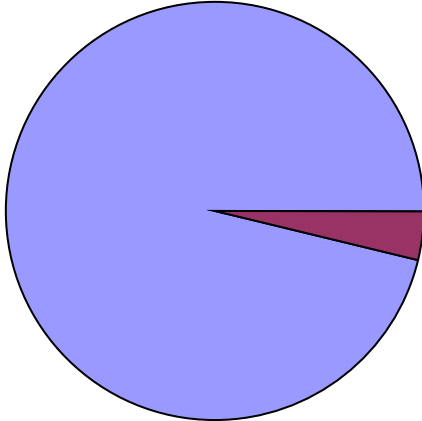
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## Quartile pay bands

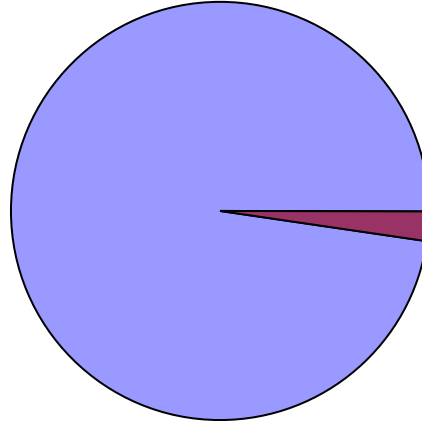
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



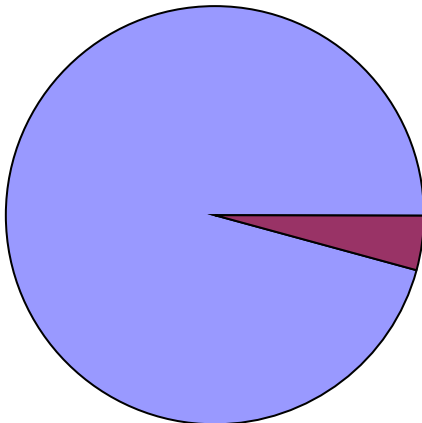
Female 96.2% Male 3.8%

Lower Middle Quartile



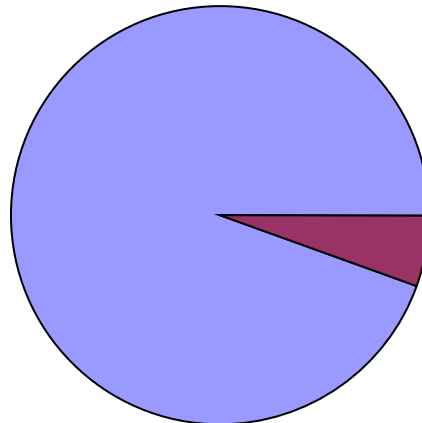
Female 97.7% Male 2.3%

Upper Middle Quartile



Female 95.8% Male 4.2%

Upper Quartile



Female 94.5% Male 5.5%