

# Gender Pay Gap Report

As at the snapshot date of 05/04/2020

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## Pay and Bonus Gap

Mean gender pay gap	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	7.0 %		
Median gender pay gap	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	0.7 %		
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	15.9 %		
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	10.7 %		
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	83.3 %	Male	Female 90.6 %

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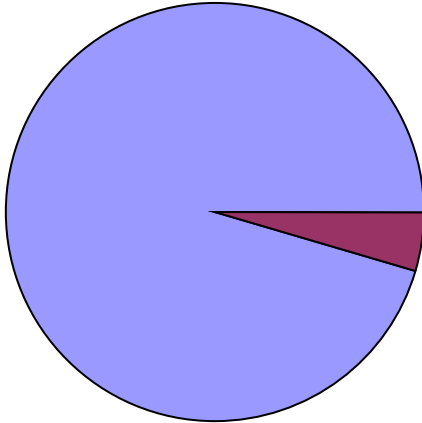
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## Quartile pay bands

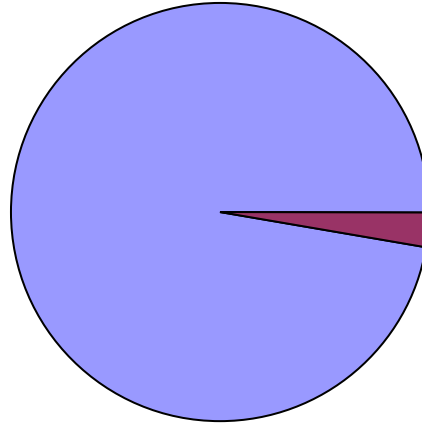
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



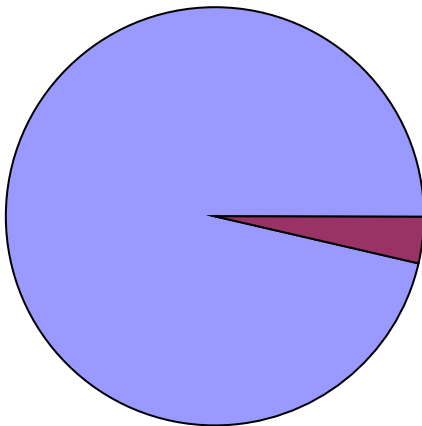
Female 95.5% Male 4.5%

Lower Middle Quartile



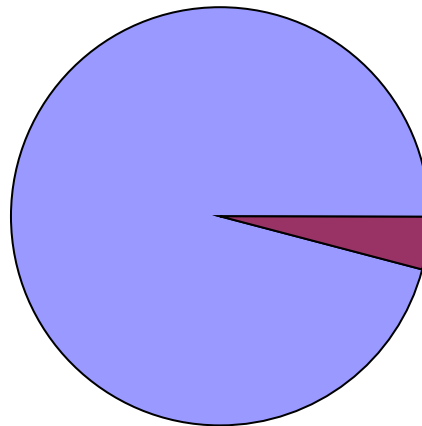
Female 97.3% Male 2.7%

Upper Middle Quartile



Female 96.4% Male 3.6%

Upper Quartile



Female 96% Male 4%