

Gender Pay Gap Report

As at the snapshot date of 05/04/2021

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	28.2 %		
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	2.4 %		
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	73.7 %		
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	13.9 %		
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	84.9 %	Male	Female 87.8 %

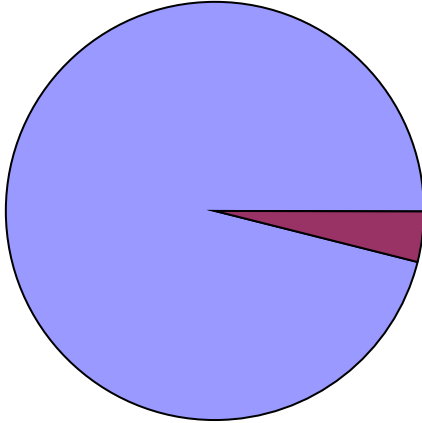
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Quartile pay bands

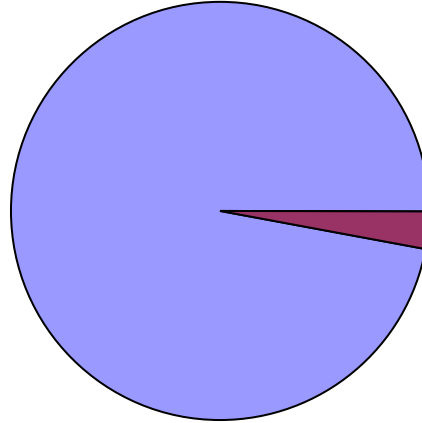
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



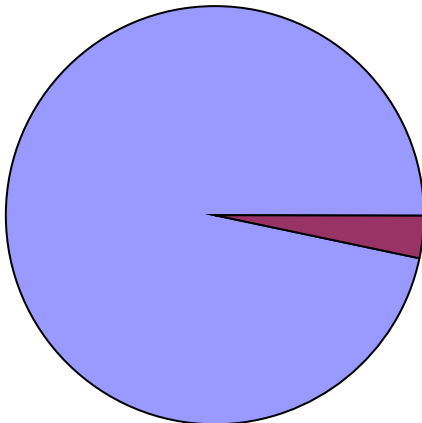
Female 96.1% Male 3.9%

Lower Middle Quartile



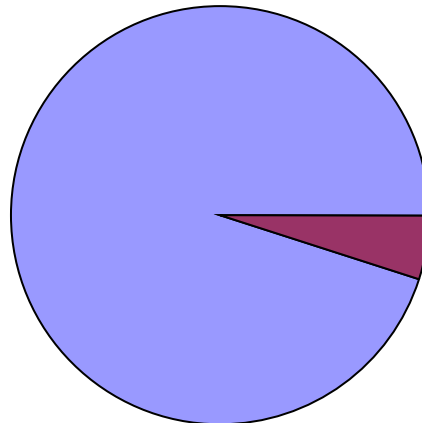
Female 97.1% Male 2.9%

Upper Middle Quartile



Female 96.7% Male 3.3%

Upper Quartile



Female 95.1% Male 4.9%