

UK GENDER PAY GAP MANDATORY REPORTING FIGURES

Snapshot date: 05.04.2022

Reporting Category	Gender Pay Gap %
Mean Gender Pay Gap – Ordinary Hourly Pay*	2,4 %
Median Gender Pay Gap – Ordinary Hourly Pay*	15,6 %
Mean Bonus pay in the 12 months ending 5 th April	-56,5 %
Median Bonus pay in the 12 months ending 5 th April	-129,9 %

Gender	Portion of male and female employees paid bonus in 12 months ending 5 th April
Male	91,5 %
Female	86,8 %

Quartiles	Female %	Male %
Lower Quartile	8 %	92 %
Lower Middle Quartile	24 %	76 %
Upper Middle Quartile	1 %	99 %
Upper Quartile	14 %	86 %

*Ordinary Hourly Pay = (Employees Actual Gross March Pay x (7/30,44(average number of days in a month))) / Employees contractual weekly hours