

UK GENDER PAY GAP MANDATORY REPORTING FIGURES

Snapshot date: 05.04.2023

Reporting Category	Gender Pay Gap %
Mean Gender Pay Gap – Ordinary Hourly Pay*	2,2 %
Median Gender Pay Gap – Ordinary Hourly Pay*	9,7 %
Mean Bonus pay in the 12 months ending 5 th April	-15,6 %
Median Bonus pay in the 12 months ending 5 th April	-37,0 %

Gender	Portion of male and female employees paid bonus in 12 months ending 5 th April
Male	91,3 %
Female	93,3 %

Quartiles	Female %	Male %
Lower Quartile	18 %	82 %
Lower Middle Quartile	7 %	93 %
Upper Middle Quartile	4 %	96 %
Upper Quartile	11 %	89 %

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