



Gender Pay Gap Report

As at the snapshot date of 05/04/2024

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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	26.5 %				
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	24.4 %				
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	47.8 %				
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	56.5 %				
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	<table><thead><tr><th>Male</th><th>Female</th></tr></thead><tbody><tr><td>82.5 %</td><td>71.1 %</td></tr></tbody></table>	Male	Female	82.5 %	71.1 %
Male	Female					
82.5 %	71.1 %					



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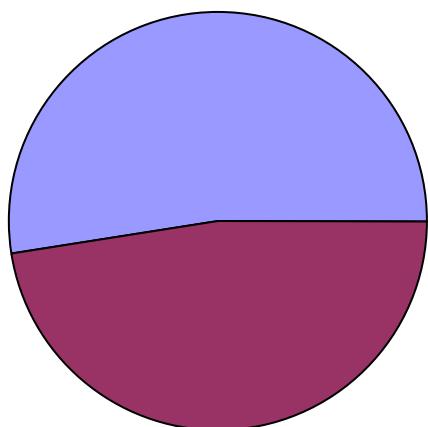
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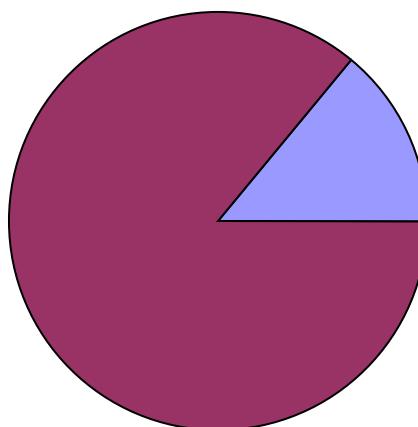
Quartile pay
bands

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

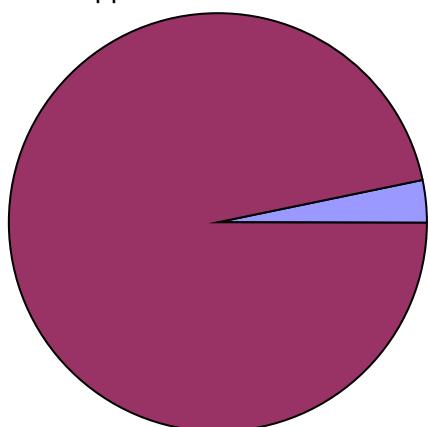
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

