



# Gender Pay Gap Report

As at the snapshot date of 05/04/2024

As at the snapshot date of 05/04/2024

## 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	Male 82.5 %	Female 71.1 %



# Gender Pay Gap Report

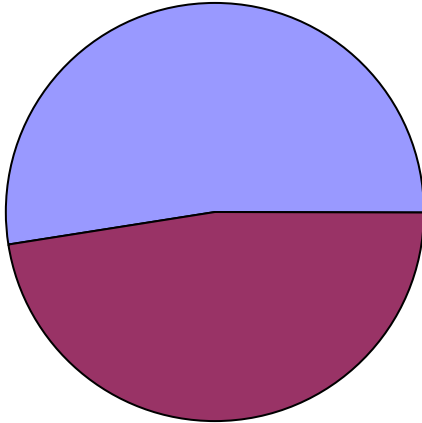
As at the snapshot date of 05/04/2024

As at the snapshot date of 05/04/2024

## Quartile pay bands

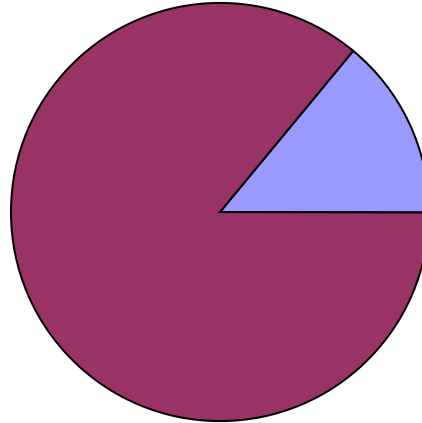
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



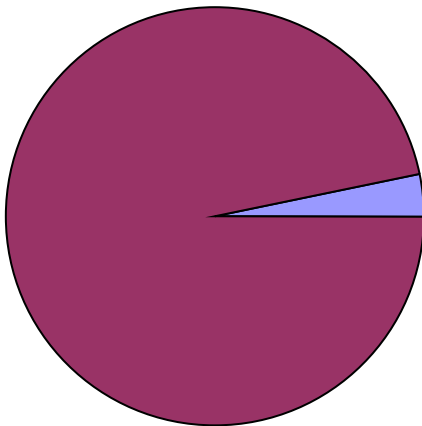
■ Female 52.5 % ■ Male 47.5 %

Lower Middle Quartile



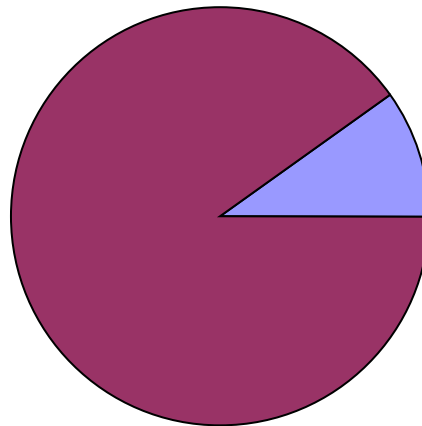
■ Female 14 % ■ Male 86 %

Upper Middle Quartile



■ Female 3.3 % ■ Male 96.7 %

Upper Quartile



■ Female 9.9 % ■ Male 90.1 %