

GenderPayGap

As at the snapshot date of 05/04/2022

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Pay and Bonus Gap

<p>Mean gender pay gap</p>	<p>the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</p>	<p>19.1 %</p>	
<p>Median gender pay gap</p>	<p>the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</p>	<p>9.2 %</p>	
<p>Mean bonus gap</p>	<p>the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees</p>	<p>56.8 %</p>	
<p>Median bonus gap</p>	<p>the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees</p>	<p>15.2 %</p>	
<p>Bonus proportions</p>	<p>the proportions of male and female relevant employees who were paid bonus pay during the relevant period</p>	<p>Male 67.3 %</p>	<p>Female 52.4 %</p>

GenderPayGap

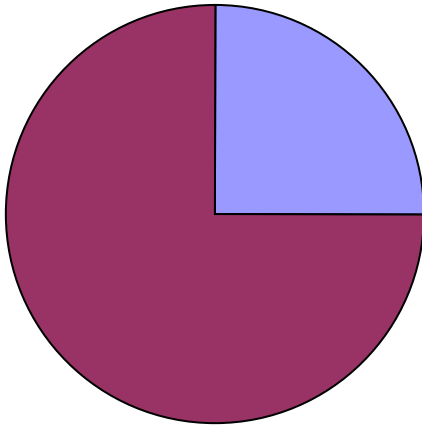
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Quartile pay bands

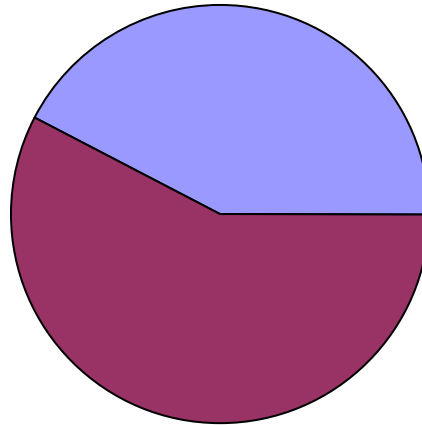
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



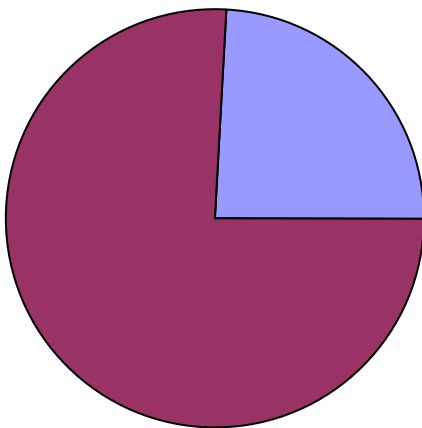
Female 25 % Male 75 %

Lower Middle Quartile



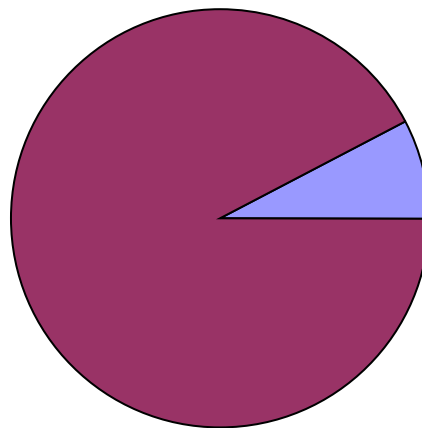
Female 42.4 % Male 57.6 %

Upper Middle Quartile



Female 24.2 % Male 75.8 %

Upper Quartile



Female 7.7 % Male 92.3 %