

UK GENDER PAY GAP MANDATORY REPORTING FIGURES

Snapshot date: 05.04.2021

Reporting Category	Gender Pay Gap %
Mean Gender Pay Gap – Ordinary Hourly Pay*	8,4 %
Median Gender Pay Gap – Ordinary Hourly Pay*	10,8 %
Mean Bonus pay in the 12 months ending 5 th April	-14,4 %
Median Bonus pay in the 12 months ending 5 th April	15,6 %

Gender	Portion of male and female employees paid bonus in 12 months ending 5 th April
Male	95,9 %
Female	96,2 %

Quartiles	Female %	Male %
Lower Quartile	24 %	76 %
Lower Middle Quartile	6 %	94 %
Upper Middle Quartile	2 %	98 %
Upper Quartile	9 %	91 %

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