

## UK GENDER PAY GAP MANDATORY REPORTING FIGURES

Snapshot date: 05.04.2024

Reporting Category	Gender Pay Gap %
Mean Gender Pay Gap – Ordinary Hourly Pay*	1,2 %
Median Gender Pay Gap – Ordinary Hourly Pay*	9,8 %
Mean Bonus pay in the 12 months ending 5 <sup>th</sup> April	-20,3 %
Median Bonus pay in the 12 months ending 5 <sup>th</sup> April	-12,2 %

Gender	Portion of male and female employees paid bonus in 12 months ending 5 <sup>th</sup> April
Male	96,7 %
Female	93,5 %

Quartiles	Female %	Male %
Lower Quartile	21 %	79 %
Lower Middle Quartile	5 %	95 %
Upper Middle Quartile	1 %	99 %
Upper Quartile	12 %	88 %

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