

APRIL 2023

GENDER PAY REPORT

Mean gender pay gap

Women are paid **8.6% less** than men

Median gender pay gap

Women are paid **2.4% less** than men

Mean bonus gender pay gap

Women are paid **the same** as men

Median bonus gender pay gap

Women are paid **the same** as men

Proportion of males receiving a bonus payment

0% of men receive a bonus payment

Proportion of females receiving a bonus payment

0% of women receive a bonus payment

Upper Quartile

13.8% women

Upper Middle Quartile

7.4% women

Lower Middle Quartile

8.4% women

Lower Quartile

25.3% women