

APRIL 2024

GENDER PAY REPORT

Mean gender pay gap

Women are paid **15.8% less** than men

Median gender pay gap

Women are paid **13.2% less** than men

Mean bonus gender pay gap

Women are paid **49.8% less** than men

Median bonus gender pay gap

Women are paid **17.9% less** than men

Proportion of males receiving a bonus payment

2.1% of men receive a bonus payment

Proportion of females receiving a bonus payment

3.7% of women receive a bonus payment

Upper Quartile

7.1% women

Upper Middle Quartile

7.2% women

Lower Middle Quartile

14.4% women

Lower Quartile

26.8% women