

APRIL 2025

GENDER PAY REPORT

Mean gender pay gap

Women are paid **16.6% less** than men

Median gender pay gap

Women are paid **11.1% less** than men

Mean bonus gender pay gap

Women are paid **61.1% less** than men

Median bonus gender pay gap

Women are paid **14.7% less** than men

Proportion of males receiving a bonus payment

2.7% of men receive a bonus payment

Proportion of females receiving a bonus payment

3.8% of women receive a bonus payment

Upper Quartile

8.0% women

Upper Middle Quartile

8.0% women

Lower Middle Quartile

14.9% women

Lower Quartile

28.7% women