

Mandatory Gender Pay Gap Figures

Snapshot date	31/03/2023
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Gender pay gap	%
1. Mean gender pay gap - Ordinary pay	9.7%
2. Median gender pay gap - Ordinary pay	-10.6%
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March	78.2%
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March	-0.8%
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	
Male	34.9%
Female	43.8%

6. Proportion of male and female employees in each quartile.

Quartile	Female %	Male %
Lower quartile	34.5%	65.5%
Lower middle quartile	34.7%	65.3%
Upper middle quartile	52.5%	47.5%
Upper quartile	40.7%	59.3%

Employee headcount range	250-499
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