



Gender Pay Gap Data 2020 to 2021

Difference in mean hourly rate of pay	2.0%
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Difference in median hourly rate of pay	7.2%
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Difference in mean bonus pay	-5.6%
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Difference in median bonus pay	34.4%
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Percentage of employees who receive bonus pay	Male	Female
	80.1%	60.5%

Employees by pay quartile	Male	Female
Upper quartile	88.2%	11.8%
Upper middle quartile	92.4%	7.6%
Lower middle quartile	90.2%	9.8%
Lower quartile	83.7%	16.3%