



## Gender Pay Gap Data April 2021

Difference in mean hourly rate of pay	1.8%
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Difference in median hourly rate of pay	7.4%
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Difference in mean bonus pay	-3.0%
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Difference in median bonus pay	16.3%
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Percentage of employees who receive bonus pay	Male	Female
	91.2%	71.8%

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Employees by pay quartile	Male	Female
Upper quartile	87.5%	12.5%
Upper middle quartile	93.0%	7.0%
Lower middle quartile	94.2%	5.8%
Lower quartile	83.9%	16.1%