



Gender Pay Gap Data April 2023

Difference in mean hourly rate of pay 3.4%

Difference in median hourly rate of pay 10.9%

Difference in mean bonus pay -7.9%

Difference in median bonus pay 22.2%

Percentage of employees who receive bonus pay	Male	Female
	80.2%	58.5%

Employees by pay quartile	Male	Female
Upper quartile	91.5%	8.9%
Upper middle quartile	92.0%	8.0%
Lower middle quartile	91.6%	8.4%
Lower quartile	84.6%	15.4%