

Gender Pay Gap Report

April 2024
(snapshot date 5 April 2023)



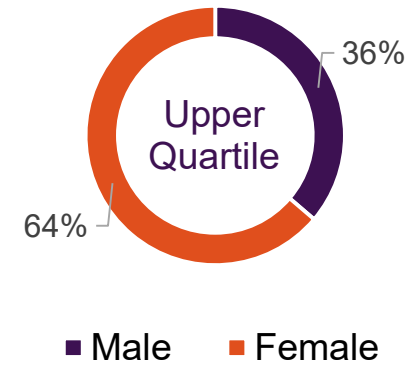
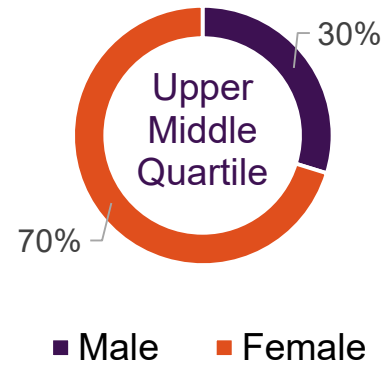
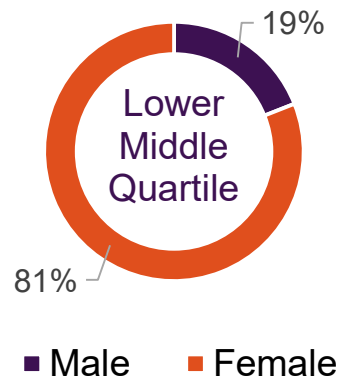
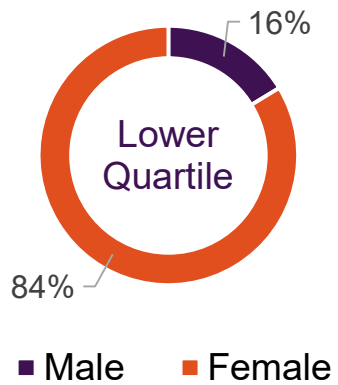
Pay Data

Difference between gross hourly earnings for all men and all women

	Mean	Median
Gender Pay Gap (April 2018)	27.0%	36.6%
Gender Pay Gap (April 2020)	23.5%	20.2%
Gender Pay Gap (April 2021)	23.1%	31.5%
Gender Pay Gap (April 2022)	20.7%	31.4%
Gender Pay Gap (April 2023)	24.5%	35.5%
Overall Difference (since 2018)	-2.5%	-1.1%

Pay Data

Proportion of men and women in each pay quartile band



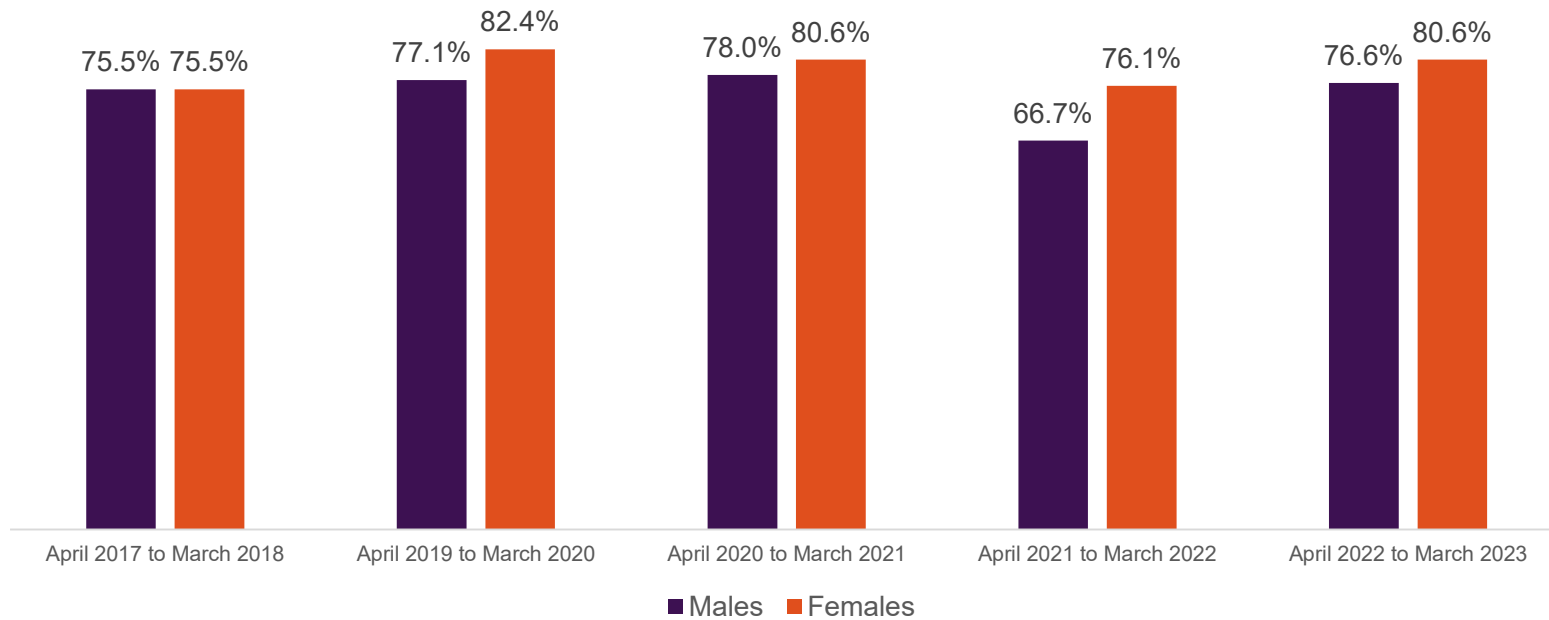
Incentive Data

Difference between bonuses paid to men and women

	Mean	Median
Gender Bonus Pay Gap (April 2017 – March 2018)	59.5%	42.7%
Gender Bonus Pay Gap (April 2019 – March 2020)	60.2%	39.1%
Gender Bonus Pay Gap (April 2020 – March 2021)	71.1%	44.4%
Gender Bonus Pay Gap (April 2021 – March 2022)	68.7%	34.2%
Gender Bonus Pay Gap (April 2022 – March 2023)	49.6%	8.0%
Overall Difference (since 2018)	-9.9%	-34.7%

Incentive Data

Proportion of employees receiving a bonus



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