

# Pay Data

**Difference between gross hourly earnings for all men and all women**

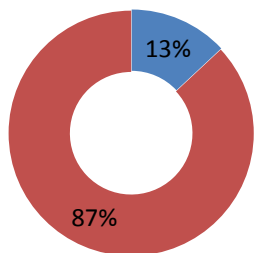
	MEAN	MEDIAN
GENDER PAY GAP (Apr 2017)	30.6%	38.1%
GENDER PAY GAP (Apr 2018)	27%	36.6%
Difference	<b>-3.6%</b>	<b>-1.5%</b>

# Pay Data

## Proportion of men and women in each pay quartile band

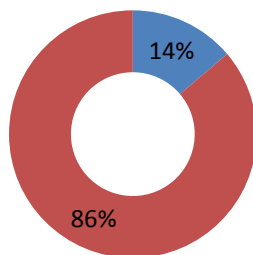
### 2017 data

(Lower) Quartile 1



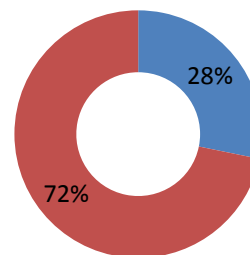
■ Male ■ Female

Quartile 2



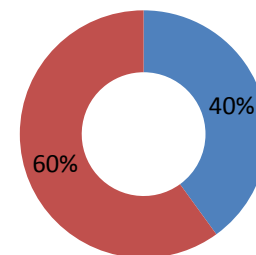
■ Male ■ Female

Quartile 3



■ Male ■ Female

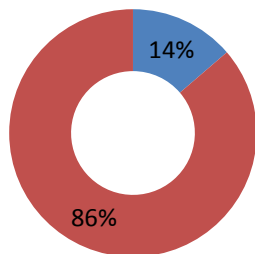
(Upper) Quartile 4



■ Male ■ Female

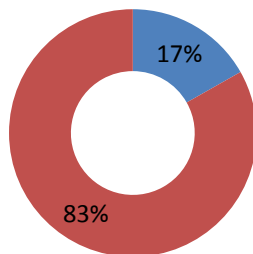
### 2018 data

(Lower) Quartile 1



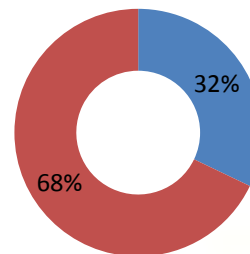
■ % Males ■ % Females

Quartile 2



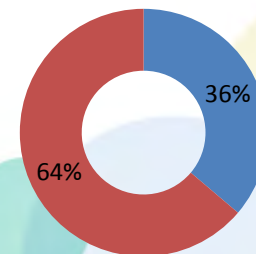
■ % Males ■ % Females

Quartile 3



■ % Males ■ % Females

(Upper) Quartile 4



■ % Males ■ % Females

# Incentive Data

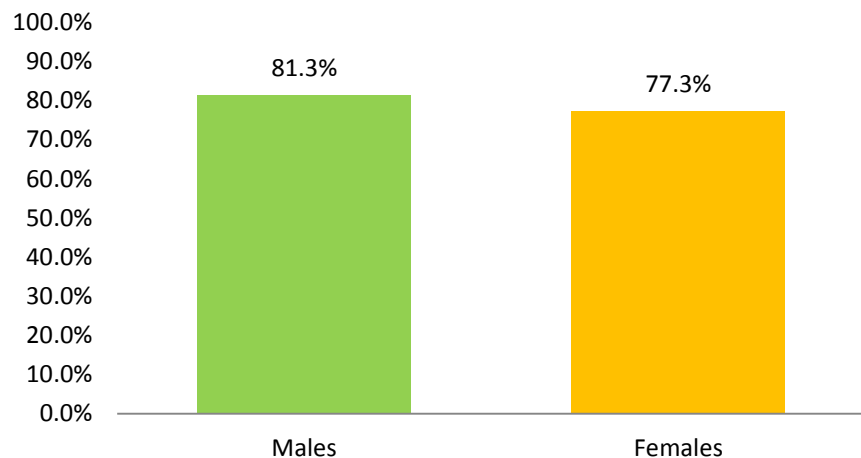
## Difference between bonuses paid to men and women

	MEAN	MEDIAN
GENDER BONUS PAY GAP (Apr'16 – Mar'17)	76.6%	47.3%
GENDER BONUS PAY GAP (Apr'17 – Mar'18)	59.5%	42.7%
Difference	<b>-17.1%</b>	<b>-4.6%</b>

# Incentive Data

## Proportion of employees receiving a bonus

Proportion of Gender Receiving Bonus Payment  
(Apr'16 to Mar'17)



Proportion of Gender Receiving Bonus Payment  
(Apr '17 to Mar'18)

