



Gender Pay Gap Data 2019 to 2020

Difference in mean hourly rate of pay 2.1%

Difference in median hourly rate of pay 11.8%

Difference in mean bonus pay 7.3%

Difference in median bonus pay 68.8%

Percentage of employees who receive bonus pay	Male	Female
	74.9%	50.0%

Employees by pay quartile	Male	Female
Upper quartile	87.5%	12.5%
Upper middle quartile	91.4%	8.6%
Lower middle quartile	94.3%	5.7%
Lower quartile	79.8%	20.2%