

The statutory information on Gender Pay Gap is:

1. The **mean gender pay gap** is 33.3%
2. The **median gender pay gap** is 30.7%
3. The percentage of:
  - **male employees** is 26.6%
  - **female employees** is 39.8%
4. The **mean gender bonus gap** is 49.7%
5. The **median gender bonus gap** 18.7%
6. The percentage of males and females in each pay quartile band is:

<b>Band</b>	<b>Description</b>	<b>Males</b>	<b>Females</b>
D	Includes all employees whose standard hourly rate places them <b>in the upper quartile</b>	70.3%	29.7%
C	Includes all employees whose standard hourly rate places them <b>in the upper middle quartile</b>	45.5%	54.5%
B	Includes all employees whose standard hourly rate places them <b>in the lower middle quartile</b>	41.6%	58.4%
A	Includes all employees whose standard hourly rate places them <b>in the lower quartile</b>	36.6%	63.4%

Snapshot date: 5 April 2021