

Gender Pay Gap Report

As at the snapshot date of 31/03/2020

Pay and Bonus Gap

Mean gender pay gap	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	25.4 %		
Median gender pay gap	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	61.7 %		
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	0.0 %		
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	0.0 %		
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	0.0 %	Male	Female

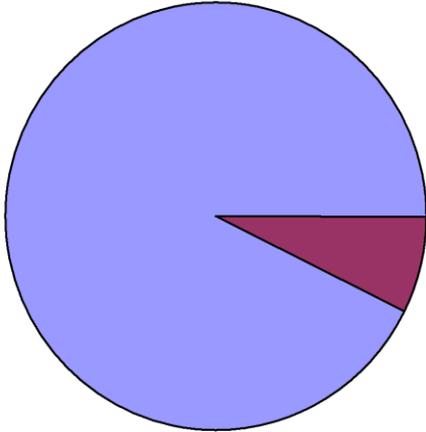
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Quartile pay bands

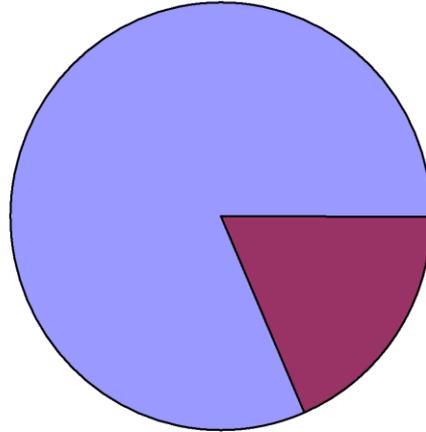
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



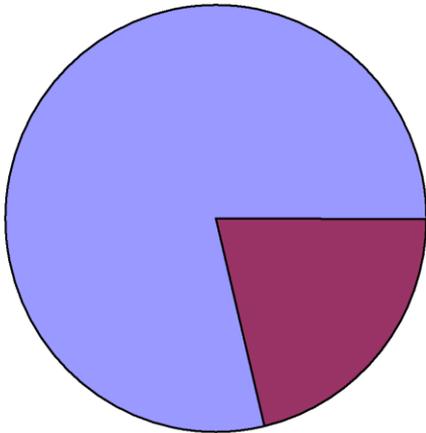
Female 92.7% Male 7.3%

Lower Middle Quartile



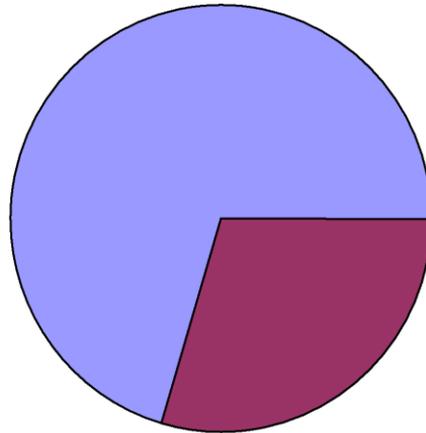
Female 81.5% Male 18.5%

Upper Middle Quartile



Female 78.7% Male 21.3%

Upper Quartile



Female 70.4% Male 29.6%