

# Gender Pay Gap Report

As at the snapshot date of 31/03/2021

## Pay and Bonus Gap

<b>Mean gender pay gap</b>	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	<b>24.8 %</b>		
<b>Median gender pay gap</b>	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	<b>35.4 %</b>		
<b>Mean bonus gap</b>	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	<b>0.0 %</b>		
<b>Median bonus gap</b>	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	<b>0.0 %</b>		
<b>Bonus proportions</b>	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	<b>0.0 %</b>	<b>Male</b>	<b>Female</b>
			<b>0.0 %</b>	<b>0.0 %</b>

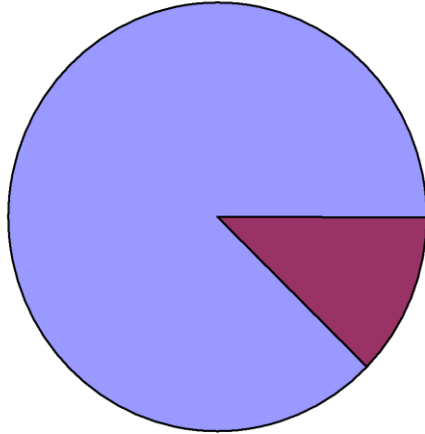
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**Quartile pay bands**

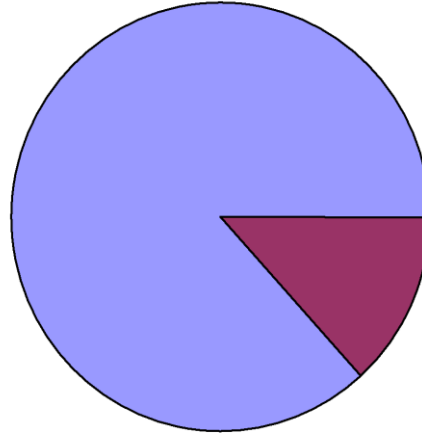
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



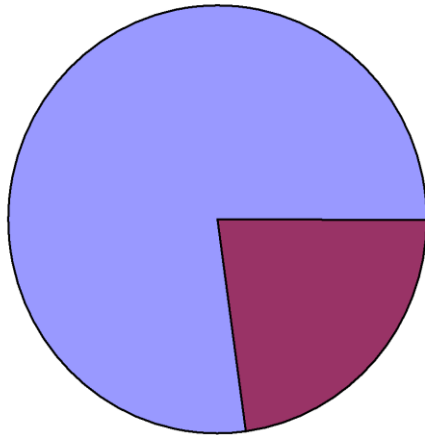
Female 87.6% Male 12.4%

Lower Middle Quartile



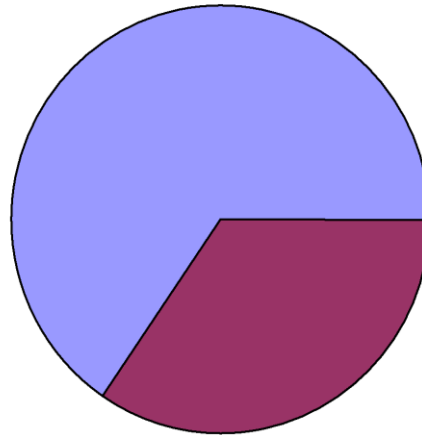
Female 86.7% Male 13.3%

Upper Middle Quartile



Female 77.1% Male 22.9%

Upper Quartile



Female 65.4% Male 34.6%