

GENDER PAY GAP REPORT 2023

Gender Pay Gap as a Mean Average:

Women's hourly rate is 0.8% higher than males

Gender Pay Gap as a Median Average:

Women's hourly rate is 0.8% higher than males

Bonus Gender Pay Gap as a Mean Average:

Women's average bonus payment is 39.7% lower than males

Bonus Gender Pay Gap as a Median Average:

Women's median bonus payment is 44% lower than males

Proportion of Males Receiving a Bonus Payment and Proportion of Females receiving a Bonus Payment:

Women 5% | Men 3.2%

Proportion of Males and Females when divided into Four Groups Ordered from Lowest to Highest Pay:

	Male	Female
Upper	63	37
Upper Middle	66	34
Lower Middle	66	34
Lower	60	40