We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We can use the results to assess:
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

**Pay Gap and Bonus Difference Between Male & Female Employees**

<table>
<thead>
<tr>
<th></th>
<th>Mean (%)</th>
<th>Median (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly rate of pay</td>
<td>-3.06</td>
<td>-4.34</td>
</tr>
<tr>
<td>Bonus pay</td>
<td>17.18</td>
<td>-1.37</td>
</tr>
</tbody>
</table>

0 = neutral pay. Below 0 = average female pay is higher than average male pay. Above 0 = average female pay is lower than average male pay. Pay calculated for the pay period including 05/04/2019. Bonus calculated for the year 06/04/2018 to 05/04/2019.

**Proportion of Male & Female UK Employees According to Quartile Pay Bands**

- **Upper**
  - Male: 85.48%
  - Female: 14.52%

- **Upper Middle**
  - Male: 91.94%
  - Female: 8.06%

- **Lower Middle**
  - Male: 90.32%
  - Female: 9.68%

- **Lower**
  - Male: 91.94%
  - Female: 8.06%

**Proportion of Male & Female UK Employees Receiving Bonus Pay**

- Male: 95.79%
- Female: 100%