

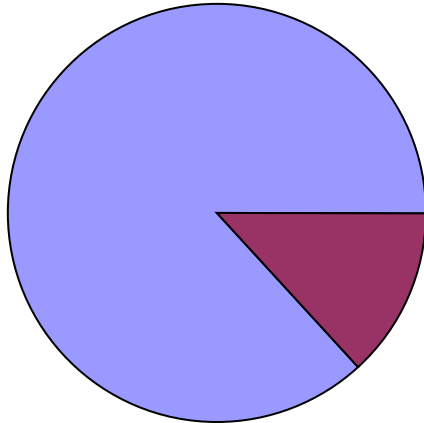
Pay and Bonus Gap

<p>Mean gender pay gap</p>	<p>the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</p>	<p>22.9 %</p>	
<p>Median gender pay gap</p>	<p>the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</p>	<p>39.5 %</p>	
<p>Mean bonus gap</p>	<p>the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees</p>	<p>0.0 %</p>	
<p>Median bonus gap</p>	<p>the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees</p>	<p>0.0 %</p>	
<p>Bonus proportions</p>	<p>the proportions of male and female relevant employees who were paid bonus pay during the relevant period</p>	<p>Male 0.0 %</p>	<p>Female 0.0 %</p>

Quartile pay bands

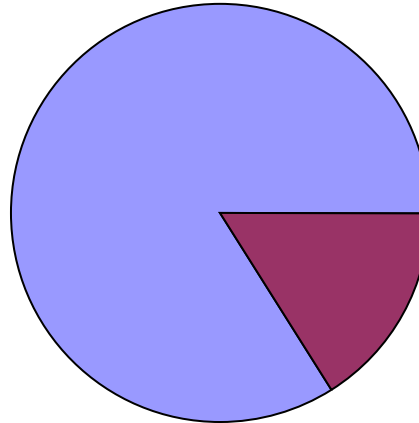
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



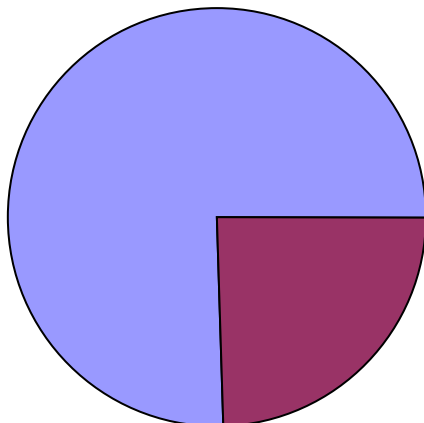
Female 86.8% Male 13.2%

Lower Middle Quartile



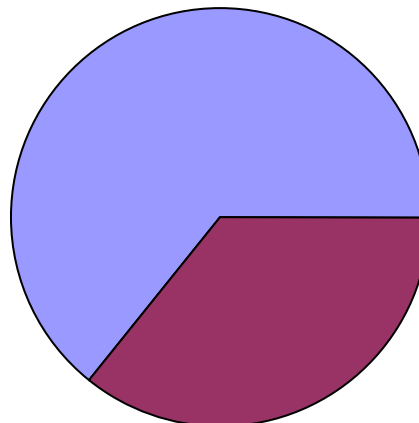
Female 84% Male 16%

Upper Middle Quartile



Female 75.5% Male 24.5%

Upper Quartile



Female 64.2% Male 35.8%