

# Gender Pay Gap Report

As at the snapshot date of 05/04/2018

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## 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	23.9 %		
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	4.4 %		
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	0.8 %		
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	15.1 %		
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	85.2 %	Male	Female 81.4 %

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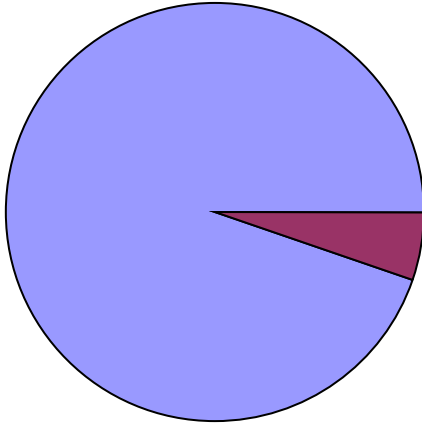
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## Quartile pay bands

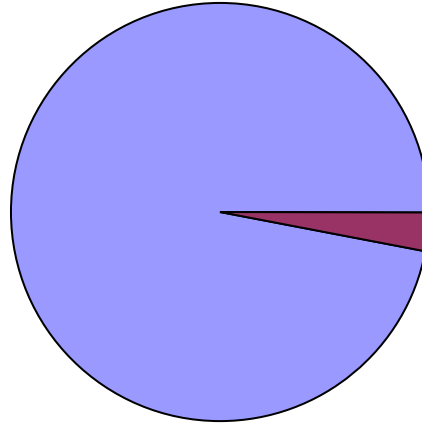
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



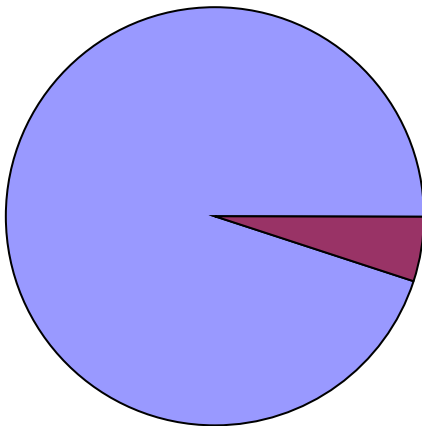
Female 94.8% Male 5.2%

Lower Middle Quartile



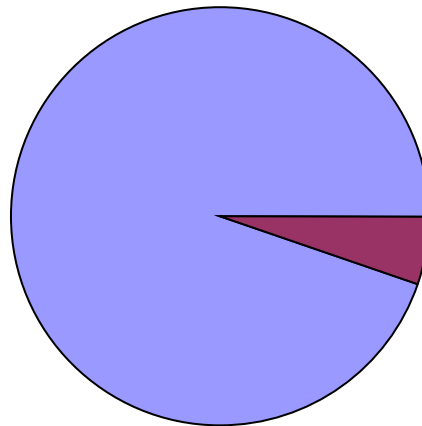
Female 97% Male 3%

Upper Middle Quartile



Female 95% Male 5%

Upper Quartile



Female 94.7% Male 5.3%