

UK gender pay gap reporting

December 2020

1. The difference in mean pay during the pay period between male and female employees*.

% Difference

0.22% higher for women

2. The difference in median pay during the pay period between male and female employees*.

% Difference

1.47% higher for men

3. No bonus payments are made.

4. The numbers of male and female relevant employees according to quartile pay bands A,B,C and D.

Quartile	Women	Men
1st quartile (lower quartile)	62%	38%
2nd quartile	75%	25%
3rd quartile	67%	33%
4th quartile (upper quartile)	68%	32%

* Note: we have adjusted the way we calculate these figures to include all employees, including interns and apprentices, as we believe this gives a full picture of how we are performing.