

UK gender pay gap reporting

December 2022

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

% Difference

3.17% higher for men

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

% Difference

3.27% higher for men

3. No bonus payments are made.

4. Women account for around two thirds of our UK workforce, across all salary levels, including the 25% highest earners. 70% of staff in the UK are women.

*The mean salary is the average of all salaries and is calculated by adding up all of the salaries and dividing them by the total number of salaries.

**The median salary is calculated by adding together the salaries of everyone working in the organisation and then dividing the total by the number of people.

†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.