

Gender Pay Gap Report

As at the snapshot date of 05/04/2025

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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	7.0 %	
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	18.8 %	
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	61.5 %	
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	21.5 %	
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	Male 3.4 %	Female 14.0 %

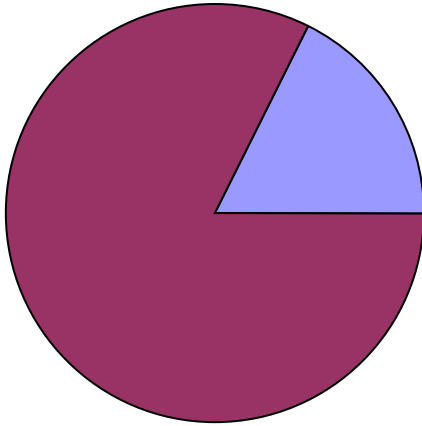
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Quartile pay bands

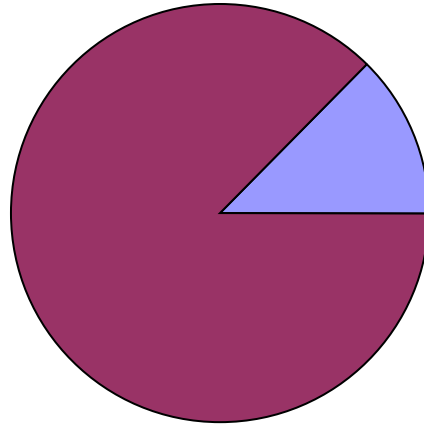
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



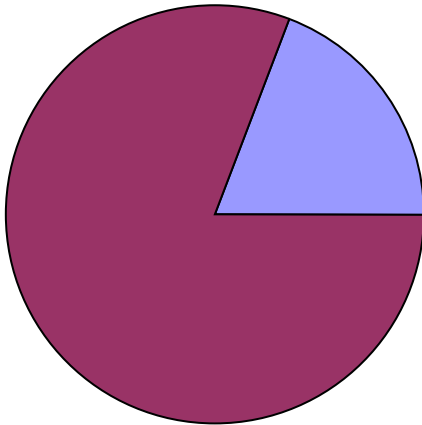
Female 17.7% Male 82.3%

Lower Middle Quartile



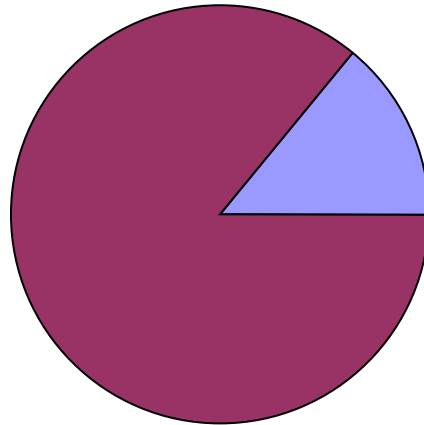
Female 12.7% Male 87.3%

Upper Middle Quartile



Female 19.2% Male 80.8%

Upper Quartile



Female 14.1% Male 85.9%