

## Our results

This is our data for the snapshot date of **5 April 2021**:

<b>Gender Pay Gap and Bonus</b>	
	<b>5 April 2020</b>
Mean Gender Pay Gap	15.4%
Median Gender Pay Gap	14.0%
Mean Bonus Gender Pay Gap	0
Median Bonus Gender Pay Gap	0
Proportion of Male employees who receive a bonus	94.3%
Proportion of Female employees who receive a bonus	92.5%

<b>Pay Quartiles by Gender</b>	<b>Males</b>	<b>Females</b>
Upper quartile	26.2%	73.8%
Upper middle quartile	18.8%	81.2%
Lower middle quartile	10%	90%
Lower quartile	11.1%	88.9%