

Gender Pay Gap Reporting
21 / 22 reporting year

1 Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	65%	35%
Upper middle hourly pay quarter	80%	20%
Lower middle hourly pay quarter	59%	41%
Lower hourly pay quarter	54%	46%

2 Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	-1.4%
Median gender pay gap using hourly pay	6.9%

3 Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	0%	6%

4 Mean and median gender pay gap using bonus pay

Mean gender pay using bonus pay	Not applicable
Median gender pay gap using bonus pay	Not applicable

Employee headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	< 250 employees
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