

Gender Pay Gap Reporting
20 / 21 reporting year

1 Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	70.4%	29.6%
Upper middle hourly pay quarter	70.4%	29.6%
Lower middle hourly pay quarter	74.1%	25.9%
Lower hourly pay quarter	51.9%	48.1%

2 Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	6.8%
Median gender pay gap using hourly pay	26.7%

3 Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	1.1%	0.0%

4 Mean and median gender pay gap using bonus pay

Mean gender pay using bonus pay	100%
Median gender pay gap using bonus pay	100%

Employee headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	270 employees
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