



Gender Pay Gap Annual Report as at 5 April 2026

Difference in hourly rate

Women's **mean** hourly rate is **1% higher** than men's hourly rate

Women's **median** hourly rate is **14% higher** than men's hourly rate

Proportion of women in each quartile

Top quartile (highest paid)

54% of the top quartile are women

Upper middle quartile

51% of the middle quartile are women

Lower middle quartile

60% of the lower quartile are women

Lower quartile (lowest paid)

55% of the lower quartile are women

Who received bonus pay

4% of Women

3% of Men

Difference in bonus pay

Women's **mean** bonus pay is **0% lower** than men's mean bonus pay

Women's **median** bonus pay is **0% higher** than men's median bonus pay