

## Gender Pay Gap Report

### Difference in hourly rate

Women's **mean** hourly rate is **19.4% lower** than men's hourly rate  
Women's **median** hourly rate is **23.7% lower** than men's hourly rate

### Proportion of women in each pay quartile

Top quartile (highest paid)

**41.6% of the top quartile are women**

Upper middle quartile

**58.7% of the upper middle quartile are women**

Lower middle quartile

**66.7% of the lower middle quartile are women**

Lower quartile (lowest paid)

**69.2% of the lower quartile are women**

### Who received bonus pay

**4.3%** of women

**3.6%** of men

### Difference in bonus pay

Women's **mean** bonus pay is **42.8% lower** than men's mean bonus pay

Women's **median** bonus pay is **17.2% lower** than men's median bonus pay