

<p><b>Our mean and median gender pay gap</b></p> <p><b>34.7%</b> Mean gender pay gap using hourly pay</p> <p><b>35.3%</b> Median gender pay gap using hourly pay</p>	<p><b>Percentage of men and women who received bonus pay</b></p> <p><b>22.7%</b> Men</p> <p><b>14.7%</b> Women</p>															
<p><b>Percentage of men and women in each hourly pay quarter</b></p> <table border="1" data-bbox="113 734 834 925"> <thead> <tr> <th></th> <th><b>Men</b></th> <th><b>Women</b></th> </tr> </thead> <tbody> <tr> <td>Upper hourly pay quarter</td> <td>67%</td> <td>33%</td> </tr> <tr> <td>Upper middle hourly pay quarter</td> <td>53%</td> <td>47%</td> </tr> <tr> <td>Lower middle hourly pay quarter</td> <td>36%</td> <td>64%</td> </tr> <tr> <td>Lower pay quarter</td> <td>5%</td> <td>95%</td> </tr> </tbody> </table>		<b>Men</b>	<b>Women</b>	Upper hourly pay quarter	67%	33%	Upper middle hourly pay quarter	53%	47%	Lower middle hourly pay quarter	36%	64%	Lower pay quarter	5%	95%	<p><b>Mean and median gender pay gap using bonus pay</b></p> <p><b>36%</b> Mean gender pay gap using bonus pay</p> <p><b>40.1%</b> Median gender pay gap using bonus pay</p>
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We are not publishing a full commentary for 2020 as many of our colleagues were on furlough due to the Covid-19 pandemic.