

Our Mean and Median Gender Pay Gap	Percentage of Men and Women who received Bonus Pay															
<p>9.6% Mean gender pay gap using hourly pay</p> <p>2.8% Median gender pay gap using hourly pay</p>	<p>26.6% Men</p> <p>18.3% Women</p>															
Percentage of Men and Women in each Hourly Pay Quartile	Mean and Median Gender Pay Gap using Bonus Pay															
<table border="1" data-bbox="349 683 981 871"> <thead> <tr> <th>Quartile</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Upper Pay Quartile</td> <td>41%</td> <td>59%</td> </tr> <tr> <td>Upper Middle Pay Quartile</td> <td>46%</td> <td>54%</td> </tr> <tr> <td>Lower Middle Pay Quartile</td> <td>52%</td> <td>48%</td> </tr> <tr> <td>Lower Pay Quartile</td> <td>57%</td> <td>43%</td> </tr> </tbody> </table>	Quartile	Female	Male	Upper Pay Quartile	41%	59%	Upper Middle Pay Quartile	46%	54%	Lower Middle Pay Quartile	52%	48%	Lower Pay Quartile	57%	43%	<p>30.5% Mean gender pay gap using Bonus Pay</p> <p>48.4% Median gender pay gap using Bonus Pay</p>
Quartile	Female	Male														
Upper Pay Quartile	41%	59%														
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David McDowall
CEO, Stonegate Group