

# Gender pay gap report

Women earn 91p for every £1 that men earn when comparing median hourly pay. The median level is 9.2% lower than men.

We have seen our mean (average) gender pay gap decrease this year from 11% to 7.2%.

For bonus pay, women earned £6.06 for every £1 that men received in bonus. A gap of -506.5%. The mean bonus gap also increased to -95.1%.

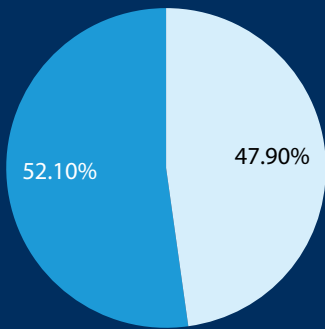
## Difference between men and women

	Mean	Median
Pay gap	7.18%	9.23%
Bonus pay	-95.05%	-506.46%

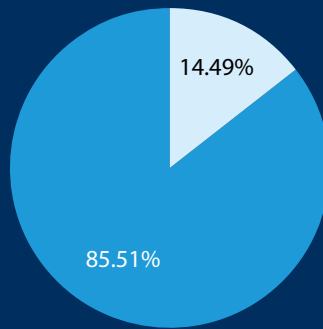
A positive % indicates that the male average is higher than the female average.

# Bonus paid

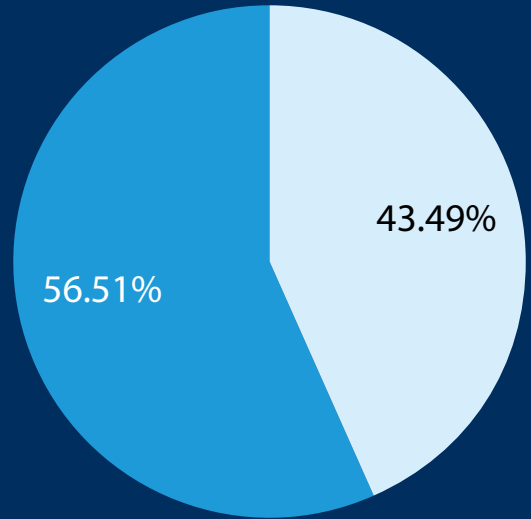
No bonus Bonus



Men

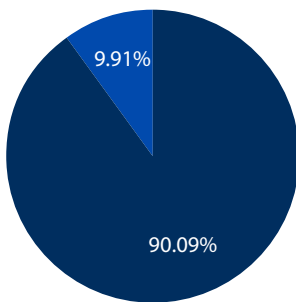


Women

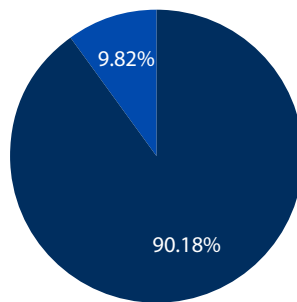


All employees

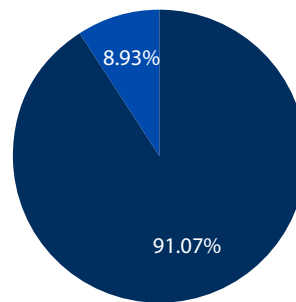
## Percentage of women in each pay quartile



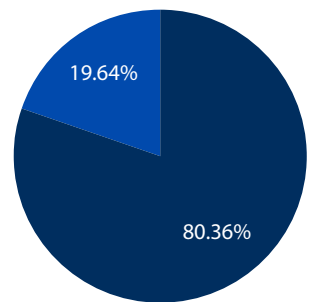
Quartile 1



Quartile 2



Quartile 3



Quartile 4

Men Women

**Alan Plante**  
Managing Director