

Gender Pay Gap Report 22/23

Difference in hourly rate

- Women's mean hourly rate is 13.6% lower than men's. In other words when comparing mean hourly rates, women earn 86p for every £1 that men earn.
- Women's median hourly rate is 24.1% lower than men's. In other words when comparing median hourly rates, women earn 76p for every £1 that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid)	8.0%
Upper middle quartile	1.2%
Lower middle quartile	8.0%
Lower quartile (lowest paid)	30.4%

Bonus Pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2022

A handwritten signature in black ink, appearing to read 'Alan Poulton'.

Alan Poulton
CEO, Russell Group