

Gender Pay Gap Report 21/22

Difference in hourly rate

- Women's mean hourly rate is 7.5% lower than men's
In other words when comparing mean hourly rates, women earn 92p for every £1 that men earn.
- Women's median hourly rate is 8.2% lower than men's
In other words when comparing median hourly rates, women earn 92p for every £1 that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid)	9.2%
Upper middle quartile	7.4%
Lower middle quartile	5.5%
Lower quartile (lowest paid)	22.7%

Bonus Pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2021



Alan Poulton
CEO, Russell Group