

Gender Pay Gap Report 20/21

Difference in hourly rate

- Women's mean hourly rate is 0.5 higher than men's
In other words when comparing mean hourly rates, women earn £1.01 for every £1 that men earn.
- Women's median hourly rate is 7.6% 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)	14.2%
Upper middle quartile	7.1%
Lower middle quartile	6.5%
Lower quartile (lowest paid)	19%

Bonus Pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2020



Alan Poulton
CEO, Russell Group